

# Navy Personnel Research and Development Center

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## Navy-wide Personnel Survey (NPS) 1990-1995: Summary of Trends

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**Navy-wide Personnel Survey (NPS) 1990-1995:  
Summary of Trends**

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## Foreword

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center. The NPS examines the perceptions of personnel in a variety of areas including detailing and the assignment process, quality of life programs, organizational climate, and health issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1995 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 95WRPS500. Data collection concluded in mid-January 1996, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in April 1996.

This technical note presents trends of core items represented in several of the previous Navy-wide Personnel Surveys (NPSs). Any questions regarding this report should be directed to Dr. John Kantor, (619) 553-7651 or DSN 553-7651.

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## Executive Summary

The responses on six Navy-wide personnel surveys have been compared and charted in this report. Items with consistent wording were analyzed, and the results are depicted in graphs. Only those items that remained the same during those years were included in the comparisons. When interpreting results, only items that show two consecutive downturns or upturns should be considered trends. The statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide the practical significance of each trend. The reason for this decision is that the large number of cases in the surveys causes even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. In interpreting the trends, a conservative estimate of error (+3% to -3%) should be applied. A 3 percent fluctuation around the actual percentage should be considered as no change. For example, if a 50 percent agreement with a statement changed from 1 year to another, such change should not be considered a change unless it fell below 47 percent or above 53 percent. Between 47 percent and 53 percent is considered the same as 50 percent. The results of the trend analysis are depicted in the graphs.

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# Introduction

## Problem

The morale and job performance of Navy personnel take on added importance in an era of downsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy personnel attitudes and opinions represent input vital to the development and continuous improvement of Navy policies and programs. Therefore, such opinions must be measured in a systematic and timely fashion, to furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

## Purpose

The Navy-wide Personnel Survey (NPS), administered annually since 1990, was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, allows the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy personnel. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides graphs of results obtained from the last five administrations of NPS.

## Approach

The six previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. Questions that were reworded were not included in the analyses, because the meaning of the questions may have been changed with the change in the wording. The sampling represented 4 percent to 5 percent of the eligible enlisted and 11 percent to 12 percent of the eligible officer populations throughout the years. The overall return rates were between 44 percent and 47 percent for the entire sample throughout the years. Return rates are consistently lower for the enlisted population. Return rates increase by paygrade for both officer and enlisted populations. Chi-square and Analysis of Variance tests were used to establish trends.

## Results

### Background

**Personal and Career.** Both officers and enlisted reported a greater percentage of spouses as being employed full-time than in previous years (Question 9). They also reported virtually the same percentage of commands where both males and females are present (Question 24).

Nearly two-thirds of all Navy respondents report favorably on women having the ability to succeed in combat roles. Officer responses did reflect an upward trend and now are significantly more positive than enlisted respondents (73% to 62%). As this was only the second year the question was asked, more time is needed to establish a trend (Question 32a).



Enlisted and officer respondents report the same perception about women being accepted into combat roles. Women only transitioned to combatants in 1994 and that shift is still in progress. The steady state of officer responses and the 7 percent increase in enlisted positive agreement is most likely reflective of the exposure to a gradually increasing number of women in these roles (Question 32b).

### **Detailing and Assignment Process**

Decreased numbers of officers and enlisted reported agreement that BUPERS ACCESS was easy to use and that it gave respondents the information they needed. A larger percentage of officers agreed that it made communication with their detailer easy, but enlisted found it less helpful in assisting with detailer communication. A larger percentage of officers than enlisted agreed that it helped to reduce the number of calls they made to their detailer (Question 44).

Overall, results indicated BUPERS ACCESS provided less satisfaction to enlisted personnel than in years past. However, the system was used only by 30 percent of enlisted personnel and 25 percent of officers. This system must be publicized to the Fleet and actively used by BUPERS personnel (Questions 44/45). The reason for the dissatisfaction with BUPERS ACCESS was attributed to the establishment of more advanced and user friendly communication networks, for example, homepage.

The majority of both officers and enlisted personnel feel that personal visit, detailer field trip, and naval message are the most effective methods to interact with detailers. A greater number of officers than enlisted feel that Letter/FAX methods are also effective. However, only 37 percent of officers and 47 percent of enlisted personnel did feel the duty preference card was effective (Question 45). There was virtually no change in the percentage of respondents currently on sea duty or within 1 year of returning to sea duty from previous years (Question 46).

### **Quality of Life Programs**

#### **Service Member and Family Support Programs**

In comparison to previous years, officers and enlisted rated Deployment Support, FSC Counseling, and FSC Relocation Assistance more positively. Officers rated Personal Financial Management (FPM) more positively whereas enlisted rated Exceptional Family Member, Transition Assistance Management, and Housing Management more positively. There was virtually no change in officer and enlisted ratings of Sexual Assault Victim Assistance, Housing Referral, New Parent Support Teams, and overall Family Service Centers. Overall, 64 percent of officers who used the programs rated them as "good" or "very good," up from 44 percent in 1991. Sixty-five percent of the enlisted who used the programs rated them as "good" or "very good," up from 45 percent in 1991 (Question 50).

Both enlisted and officers showed an increase in satisfaction from previous years with the Navy Service Member and Family Support Services contribution to improving the quality of life (QOL) for respondents and their family members. Fifty-four percent of officers and 49 percent of enlisted personnel think family support programs improve their QOL.

Both officer and enlisted responses showed virtually no change from previous years in the percentage of agreement with satisfaction of the quality of Service Member and Family Support Services in the Navy. The majority of both groups favorably evaluated the quality of family support services (Question 51b). They also showed virtually no change from previous years with their satisfaction of the availability of Service Member and Family Support Services in the Navy. The majority of both groups favorably evaluated the availability of family support services (Question 51c).

### **Morale, Welfare, and Recreation (MWR) and Housing**

Both officers and enlisted showed an increase in their satisfaction of their present "living conditions having a positive effect on their job performance." Currently, 72 percent of officers and 51 percent of enlisted report their living arrangements have a positive effect on their job performance, up from 65 percent and 42 percent 2 years ago (Question 67a). The present living conditions also favorably affected their retention decisions (Question 67b).

There is no change in the perceptions that respondents could afford the things they or their family need(s) from 1990 (Question 67c). Neither officers nor enlisted reported any change in their overall satisfaction with their quality of life from previous years. However, officers are significantly more satisfied with their quality of life compared to enlisted personnel (Question 67d).

### **Child Care**

Only 4 percent of the officers and 7 percent of the enlisted reported that child care needs are interfering with their job performance. These figures are getting lower in comparison with previous years responses (Question 72). Officers reported no difference in satisfaction with their current child care arrangements from previous years; enlisted responses showed an increase in their satisfaction (Question 74).

### **Organizational Climate**

#### **Job Satisfaction**

Neither officer nor enlisted responses showed change in satisfaction with their current job (Question 91c) or how they like the work they do in the Navy (Question 91d) during the past few years. They also reported virtually no change in their satisfaction with physical working conditions (Question 91e), their satisfaction with career development from previous years (Question 91f), and how they enjoy their career in the Navy from previous years (Question 91g). The majority of officers and enlisted reported that they are glad they chose the Navy over other organizations (Question 91h).

Whereas enlisted reported virtually no difference from previous years in their percentage of agreement about the fact that they think they are adequately paid for the job they do, there was an increase in the percentage of officer responses on the same question (Question 92a). There was no change in the opinion that the amount they are paid and their retirement pay are important reasons to stay in the Navy (Question 92b and 92c).

While there was virtually no change from previous years in the percentage of enlisted who believe they will stay in the Navy until retirement, officers reported less certainty about their belief that they were going to stay. There was an increase among officers and enlisted who were not sure of their Navy career plans (Question 97). This may be the result of uncertainty associated with downsizing.

Although satisfaction with the quality of leadership was slightly up for this year, overall it has been declining since 1990 (Question 99d).

### **Force Reduction and Base Closure Issues**

While enlisted responses showed virtually the same percentages of agreement as in previous years that “downsizing is being carried out in a way that is fair to all members, including women and racial minorities,” officer responses improved in 1995 compared to previous years (Question 104a). However, only a quarter of officers and enlisted are in agreement that after downsizing, the Navy will be capable of carrying out its mission efficiently and effectively (Question 104d). While about the same percentage of enlisted as in previous years would accept a separation bonus before their current enlistment/obligation is up, there was a slight increase among officers who would accept it (Question 104o). A similar number of officers and enlisted as in previous years would leave at the end of their current enlistment/obligation if suitable civilian employment were available (Question 104t). There was a decrease from previous years in the percentages who responded that their current assigned base or ship will close due to downsizing (Question 105).

### **Command Events**

There were virtually no changes from previous years in percent of agreement that excessive use of alcohol by participants and guests at command events is not tolerated (Question 107a), and that sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events (Question 107b). The fact that command members are not pressured to participate in command events also remained unchanged from previous years (Question 107c). The vast majority also agree that command events are conducted in a manner that upholds high professional standards (Question 107d), unchanged through the years.

### **Health Issues**

#### **Navy Drug/Alcohol and Obesity Program Policies**

About half of enlisted and officers throughout the years agree that existing regulations on the use and abuse of alcohol should be more strictly enforced (Question 109a). An increasing number of Navy members are in agreement that penalties for the abuse of alcohol at their command are sufficient (Question 109b). Whereas enlisted responses showed virtually the same percentages of agreement as in previous years that at their command, the Navy’s policies on alcohol use/abuse are applied fairly across all paygrades, officers were in greater agreement on this issue (Question 109c). Both officers and enlisted reported a slight increase in understanding the difference between alcohol use and abuse (Question 109d). Sixty percent of officers and enlisted reported, as in previous years, that treatment for problems related to alcoholism and alcohol abuse has a negative effect on their careers (Question 109e). Both officers and enlisted reported a decreased availability

of immediate intervention and referral to treatment for those with alcohol problems (Question 109f). This may be due to change and consolidating some facilities.

### **Health Promotion Programs**

There was no reported change from previous years in the encouragement of healthy stress management/stress reduction skills at their commands (Question 110d).

### **HIV/AIDS Education**

When asked how much HIV/AIDS information they have received in the past 12 months from the seven specific sources, respondents reported as follows. Both officers and enlisted received less than a "great deal" of information in comparison with previous years from the following sources: military classroom training; drug/alcohol counselors/training; Armed Forces Radio and Television (AFRT); chaplains; training videos; doctors, counselors, and treatment at sexually transmitted disease (STD) clinics. Both groups of respondents reported that they received about the same amount of HIV/AIDS information as in previous years from commercial media (Question 122 a through g).

### **Summary**

Generally, officers hold more positive views about the Navy than enlisted personnel. Some of the downward trends in perceptions about Navy programs during the last few years seem to be turning around in the 1995 NPS. The upward trends generally relate to the service member and family services area in which both officers and enlisted personnel showed improved satisfaction during the past few years.

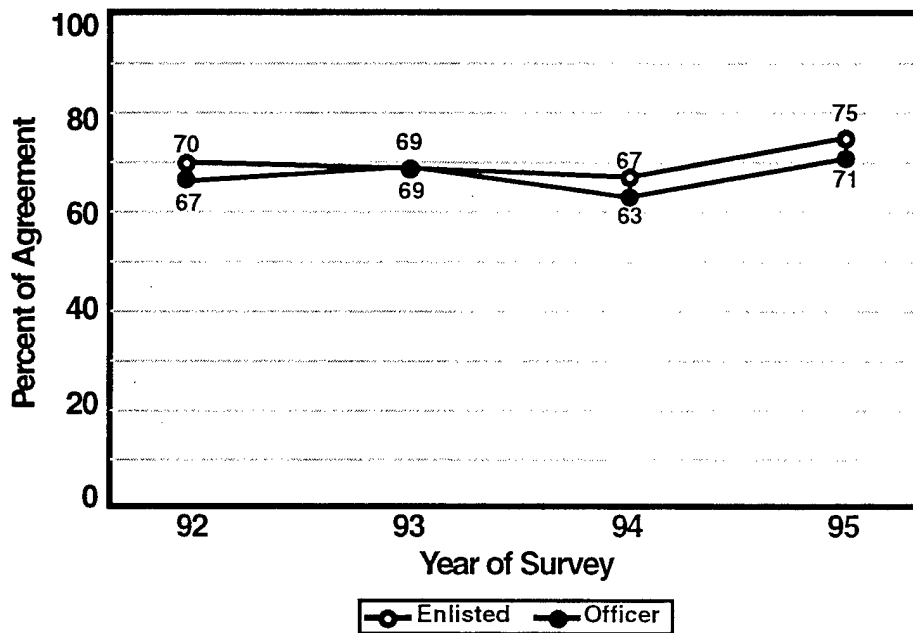
Most of the trends depicted in the charts are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance. Therefore, caution should be exercised in the interpretation of trends.

Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. Only two consecutive declines or increases should be interpreted as a trend--a change for any given year may only be a random occurrence.

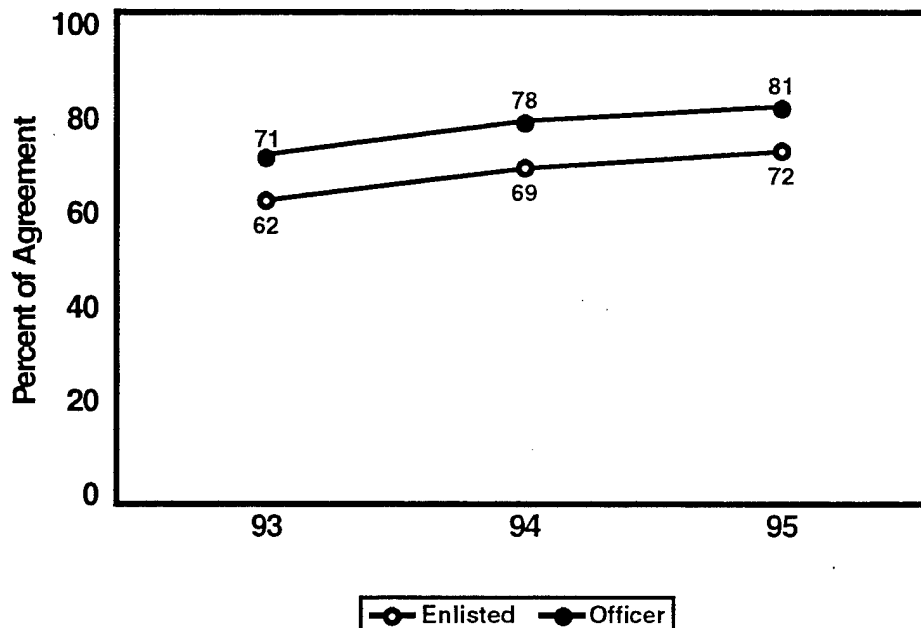
The sequence of graphs in this report corresponds to the sequence of questions in the NPS 1995. A copy of the 1995 NPS appears in the appendix.

## **Graphs of NPS Trends**

(Q9)  
Spouse is employed full time.

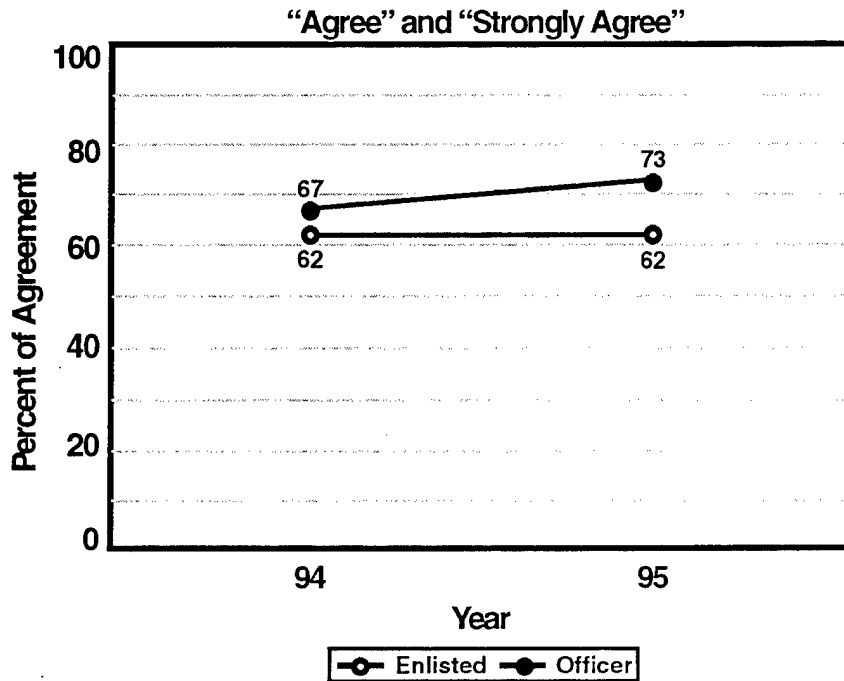


(Q24)  
Males and females  
are present at Command.



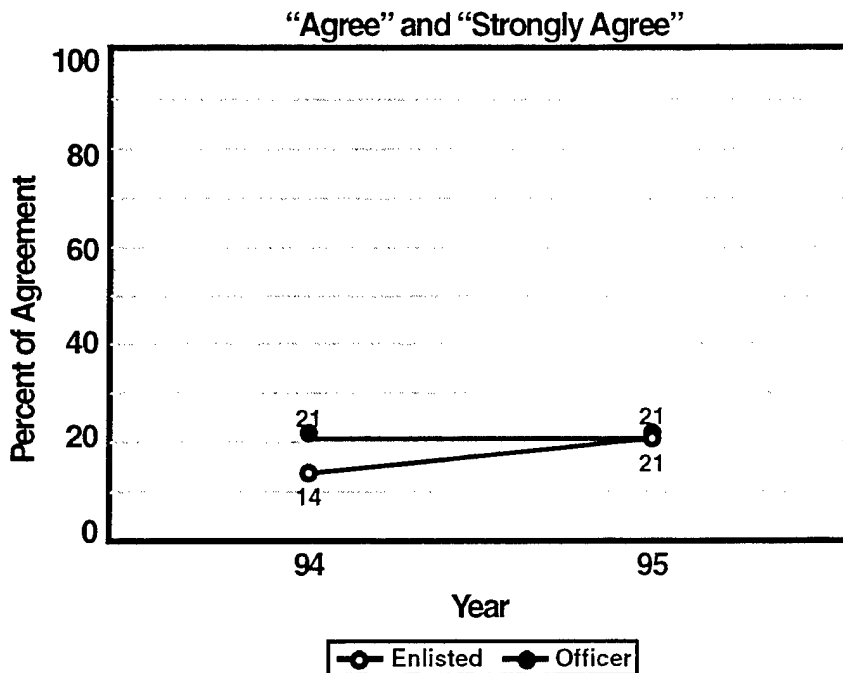
**(Q32a)**

**Women have the ability to successfully carry out the duties of their combat roles in the Navy.**



**(Q32b)**

**Women are fully accepted in their combat roles in the Navy.**



(Q44)

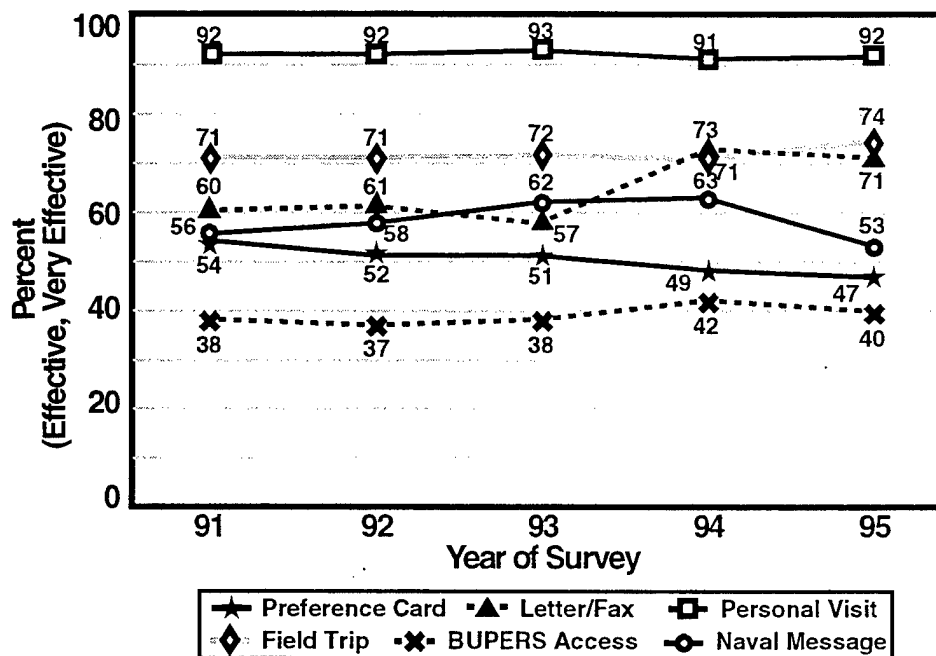
If you have used the BUPERS ACCESS computer bulletin board, please rate the system.

"Agree" or "Strongly Agree"

Statement	Enlisted					Officer				
	1991	1992	1993	1994	1995	1991	1992	1993	1994	1995
Easy to use.	56%	36%	80%	78%	53%	59%	47%	77%	77%	61%
Gave me information I needed.	47%	35%	74%	76%	62%	45%	43%	72%	66%	63%
Easier to communicate with detailer.	39%	22%	47%	41%	33%	35%	23%	26%	23%	22%
Reduced the number of calls I make to my detailer.	-	20%	40%	36%	33%	-	21%	23%	22%	21%

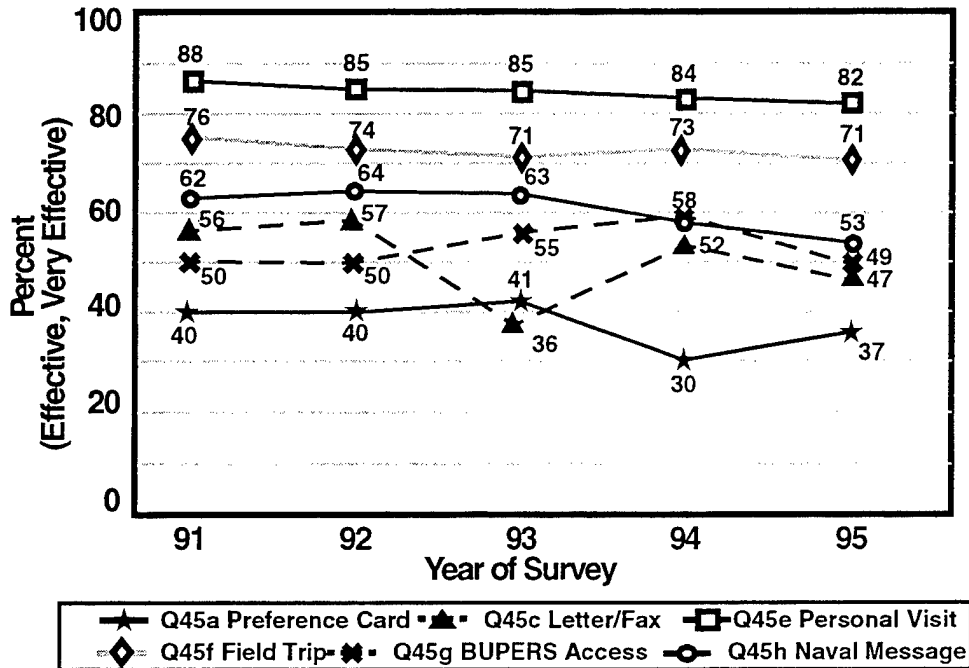
(Q45)

Effectiveness of each method of interacting with detailer (Officers).

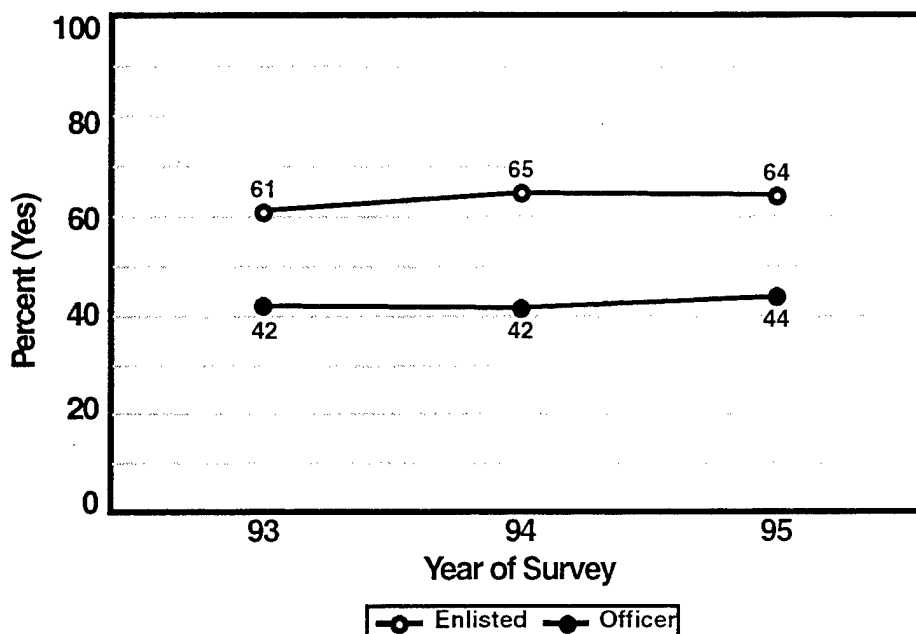




**(Q45)**  
**Effectiveness of each method of  
interacting with detailer (Enlisted).**



**(Q46)**  
**Are you currently on sea duty or within  
one year of returning to sea duty?**



(Q50)

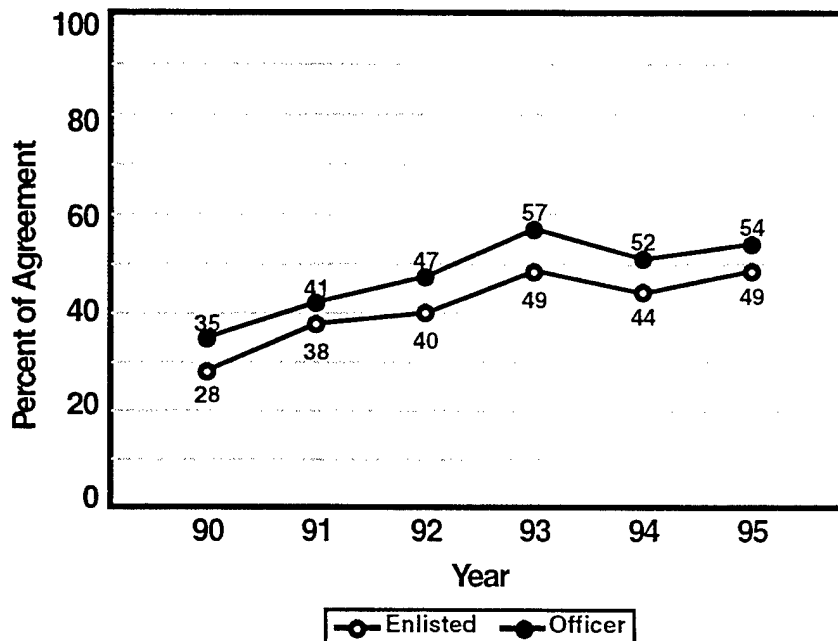
How do you rate the quality of each of the Service Member and Family Support Programs/Services at your present duty station?

“Good” or “Very Good”

Program	Enlisted					Officer				
	1991	1992	1993	1994	1995	1991	1992	1993	1994	1995
Deployment Support	42%	35%	33%	51%	60%	51%	45%	46%	61%	68%
Counseling	-	-	-	-	69%	-	-	-	-	69%
Exceptional Family Member	-	38%	44%	50%	61%	-	49%	54%	65%	64%
Relocation Assistance	39%	33%	42%	58%	66%	34%	35%	48%	60%	64%
Transition Assistance Management	-	49%	57%	71%	72%	-	53%	62%	75%	76%
Sexual Assault Victim Assistance	-	52%	54%	58%	59%	-	47%	55%	57%	59%
Housing Referral Service	-	-	-	55%	55%	-	-	-	54%	53%
Housing Management Support	-	-	-	44%	49%	-	-	-	45%	42%
FSC Family Education Programs	-	-	-	-	64%	-	-	-	-	60%
New Parent Support Team	-	-	-	65%	64%	-	-	-	62%	64%
Personal Financial Management (PFM)	-	56%	57%	61%	61%	-	50%	55%	56%	63%
Spouse Employment Assistance Program	-	-	-	-	46%	-	-	-	-	32%
Family Advocacy Program (FAP)	-	-	-	-	51%	-	-	-	-	48%
Family Service Centers (overall)	45%	46%	53%	64%	65%	44%	44%	54%	63%	64%

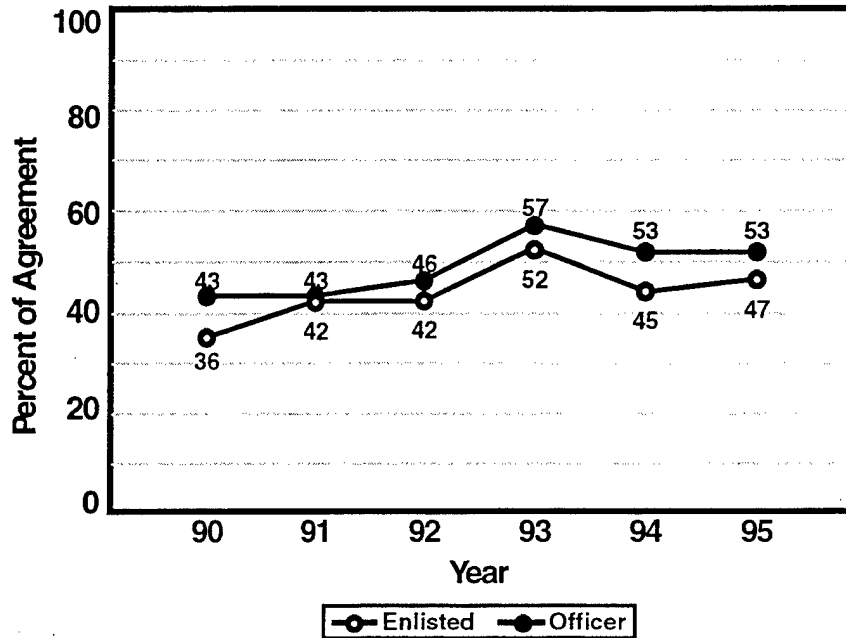
(Q51a)

Navy Service Member and Family Support Services improve quality of life for me and my family.



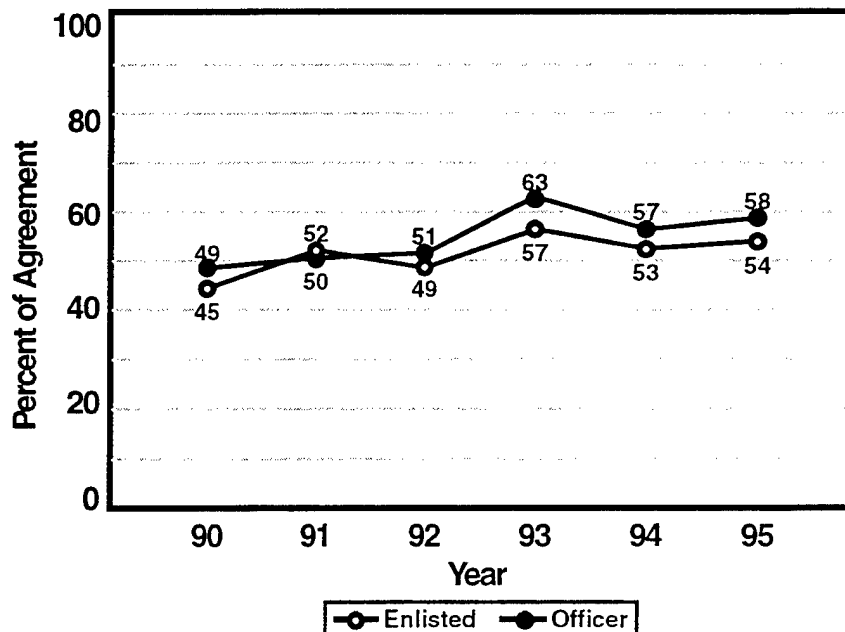
(Q51b)

**I am satisfied with the quality of Service Member and Family Support Services in the Navy.**



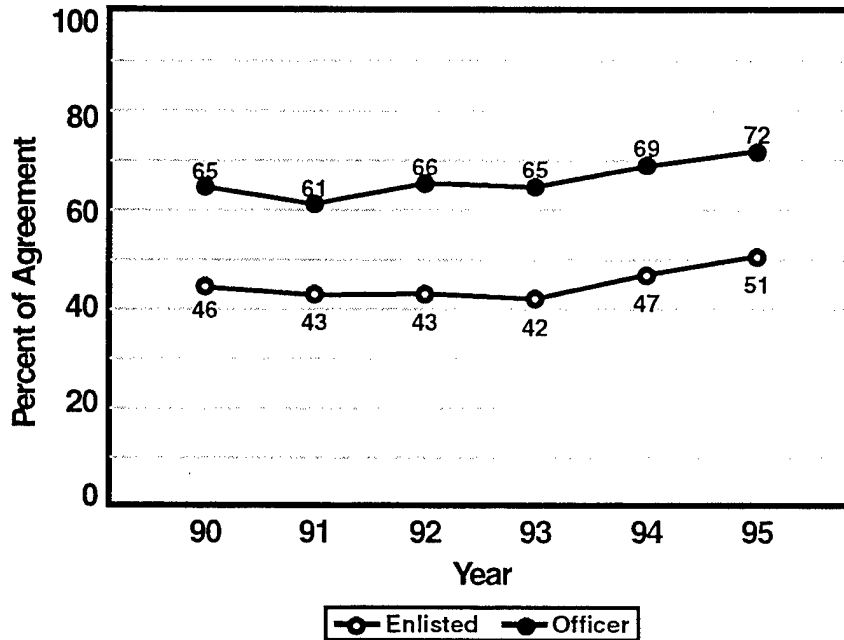
(Q51c)

**I am satisfied with the availability of Service Member and Family Support Services in the Navy.**



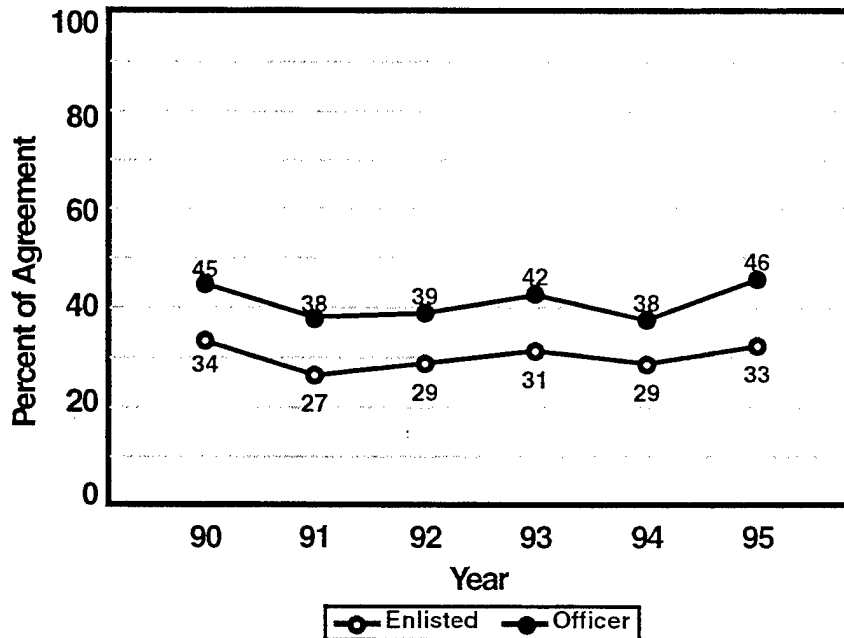
(Q67a)

**My present living conditions are having  
a positive effect on my job performance.**

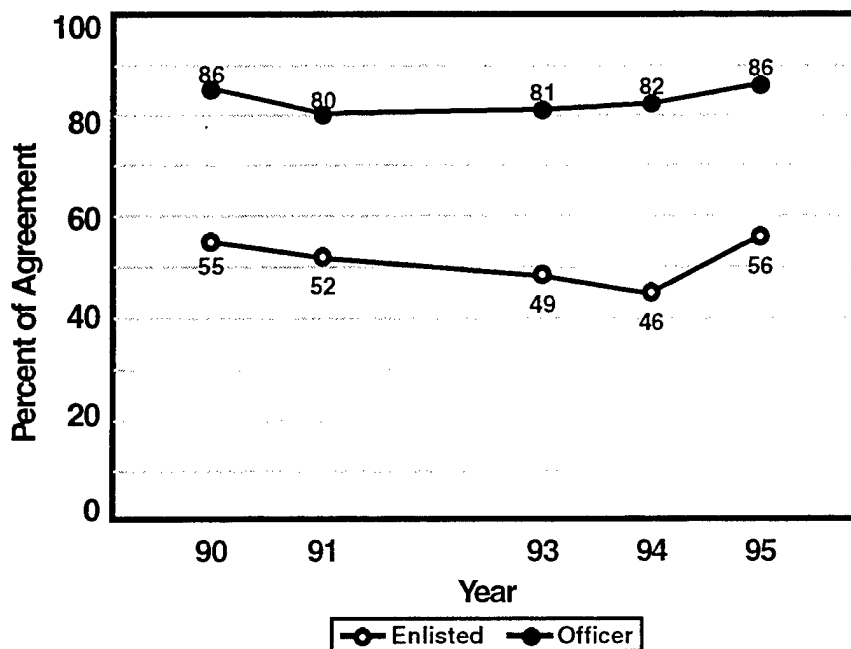


(Q67b)

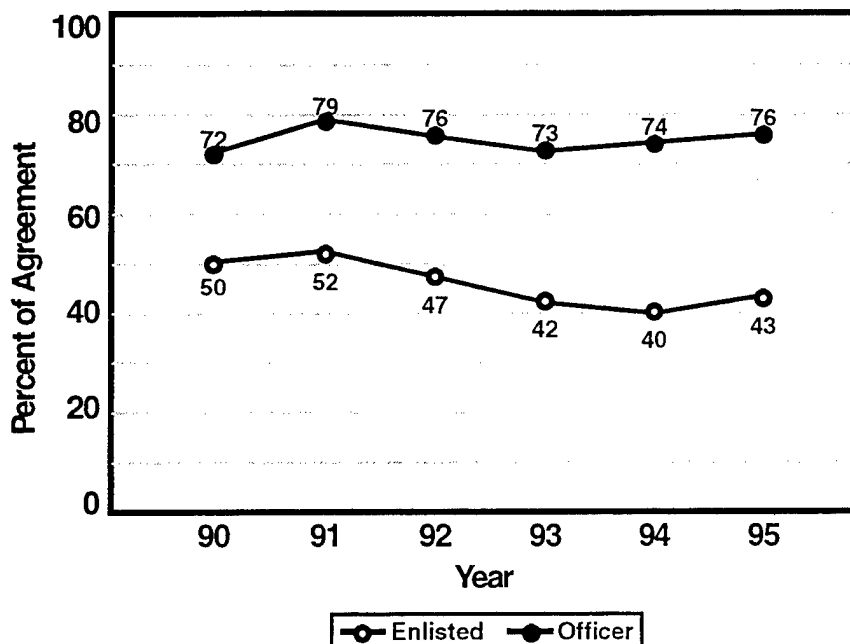
**My present living conditions  
favorably affect my retention decision.**



(Q67c)  
In general, I can afford the  
things I or my family need(s).

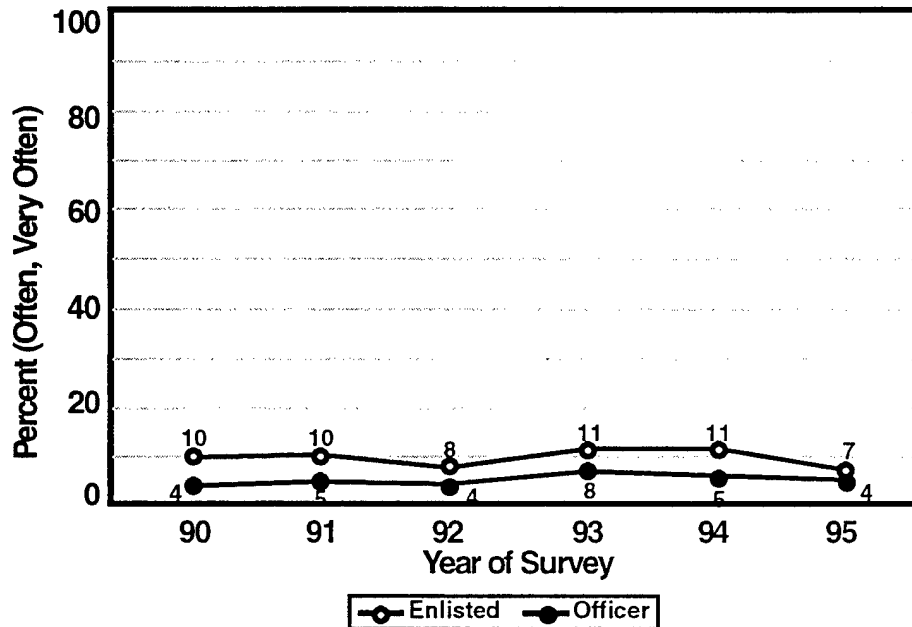


(Q67d)  
Overall, I am satisfied with my quality of life.



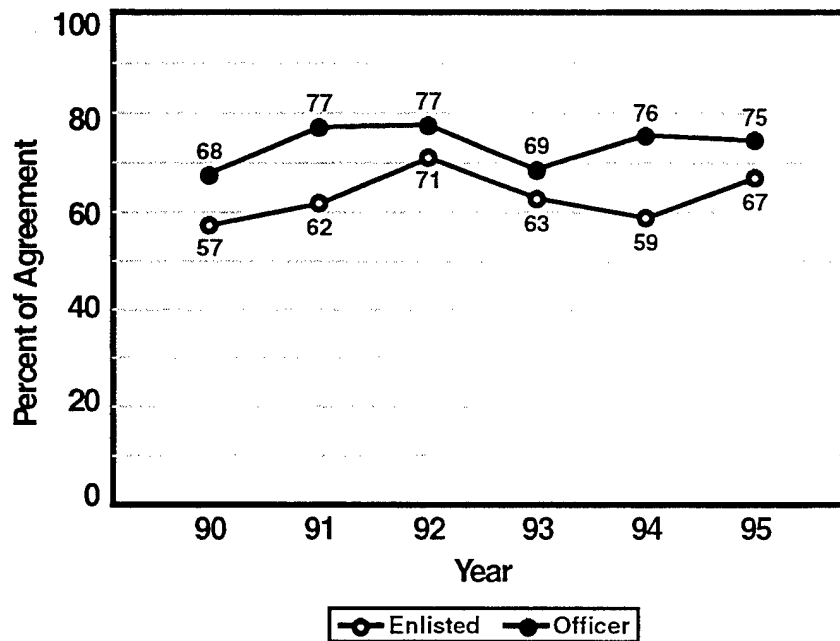
(Q72)

Do you feel that your child care needs interfere with job performance?

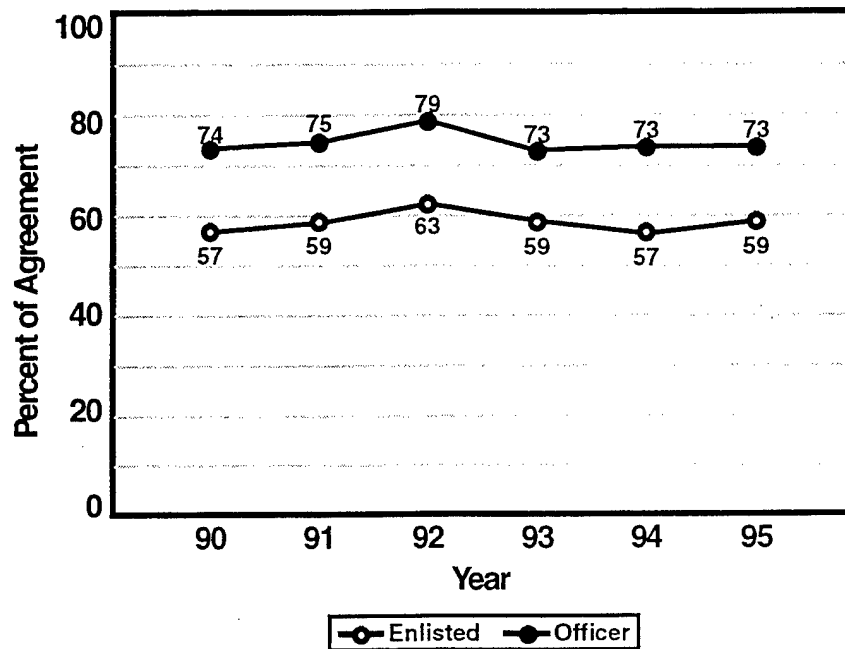


(Q74)

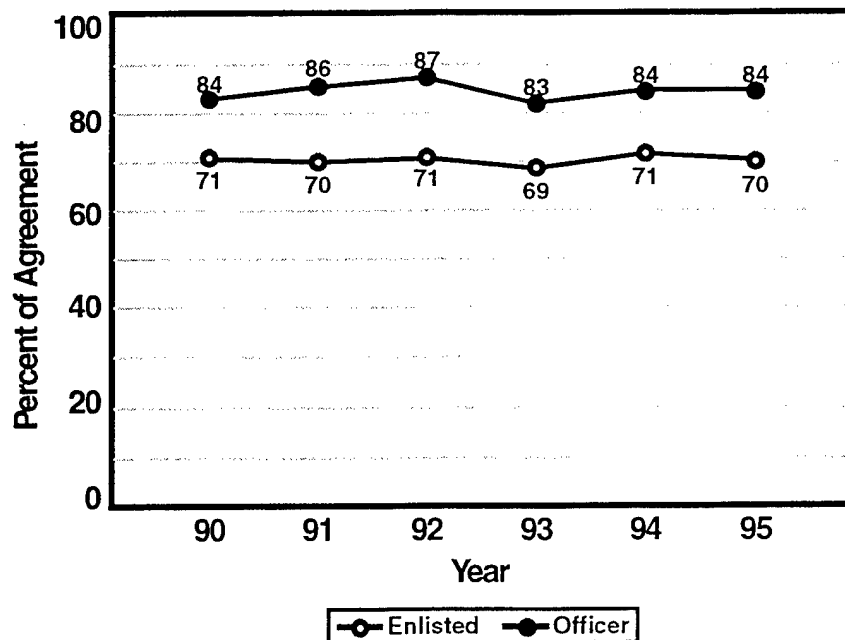
I am satisfied with my current child care arrangements.



**(Q91c)**  
**I am satisfied with my current job.**

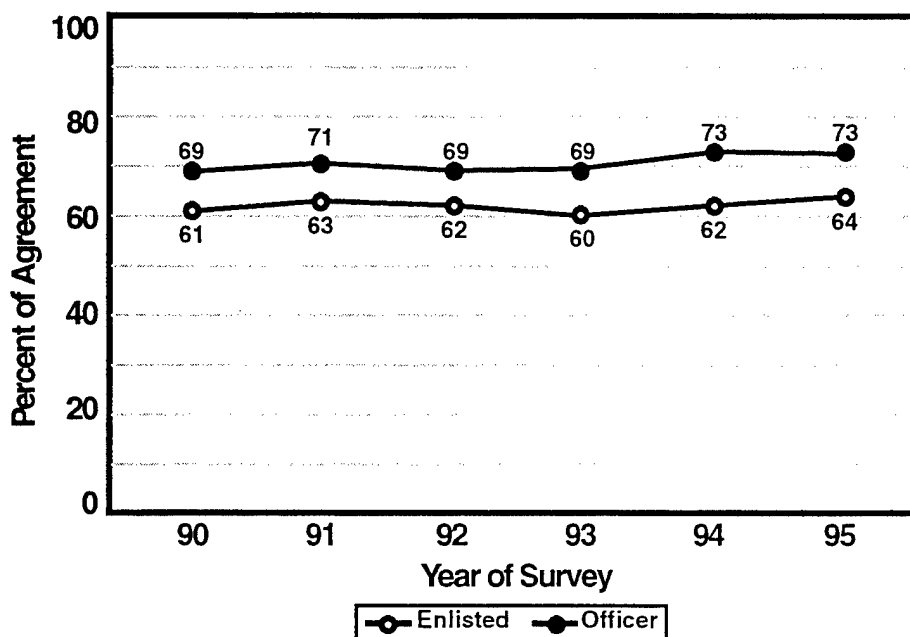


**(Q91d)**  
**In general, I like the work I do in the Navy.**



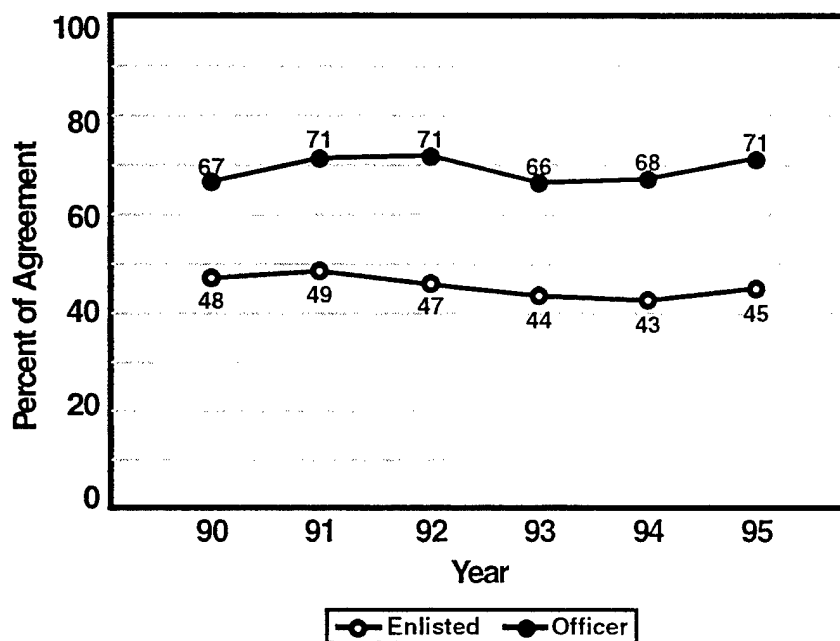
(Q91e)

I am satisfied with physical working conditions.



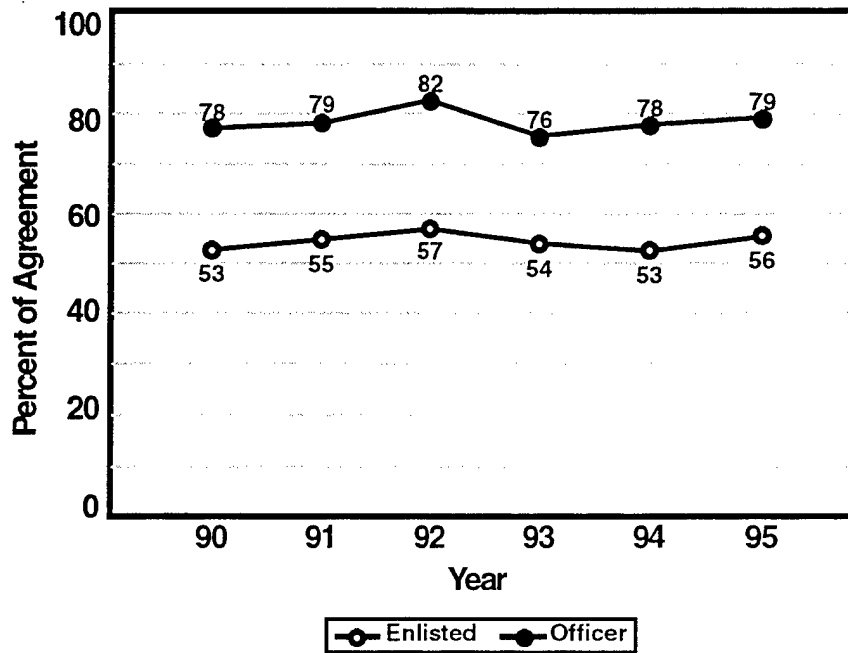
(Q91f)

I am satisfied with my career development.

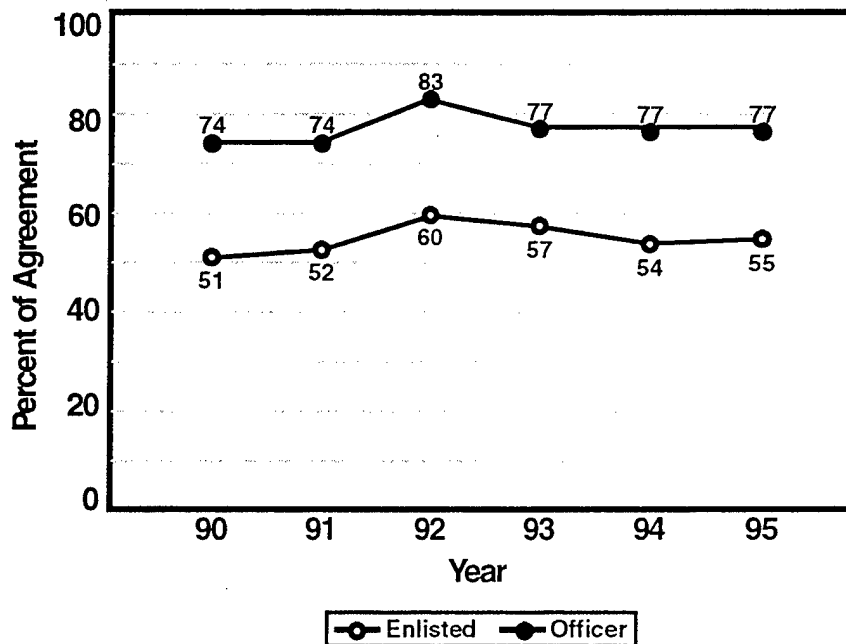




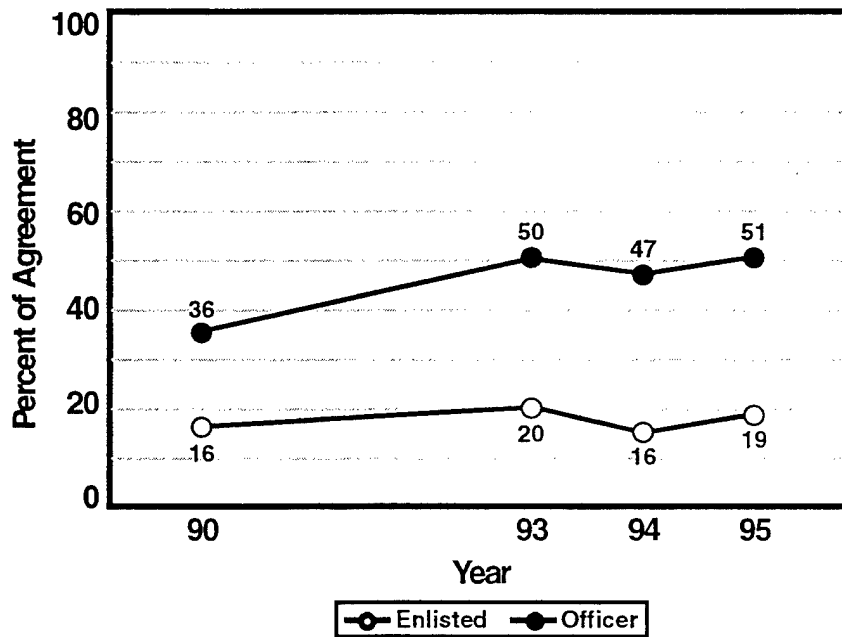
(Q91g)  
I enjoy my career in the Navy.



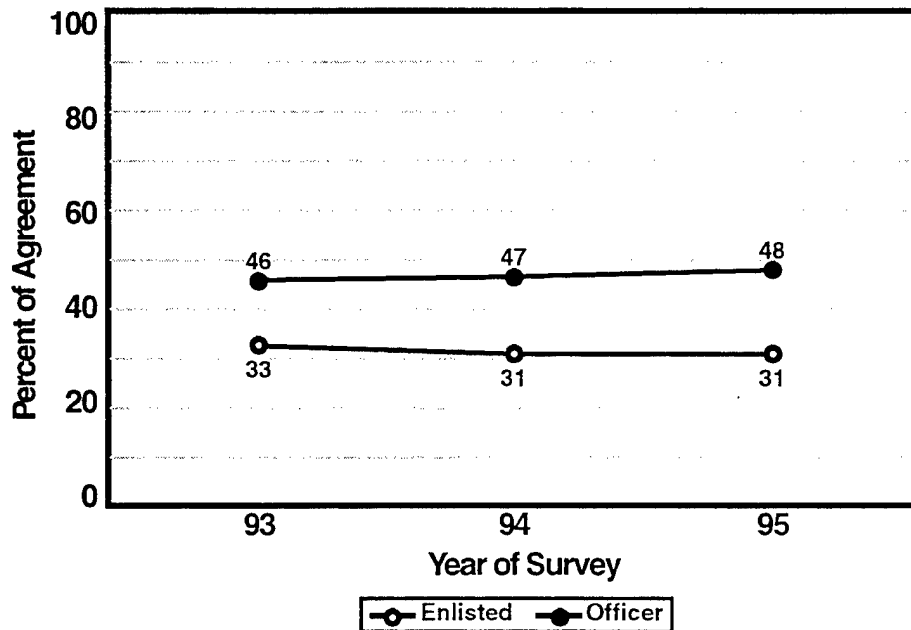
(Q91h)  
I am glad I chose the Navy over other organizations.



**(Q92a)**  
**I think I am adequately paid for the job I do.**

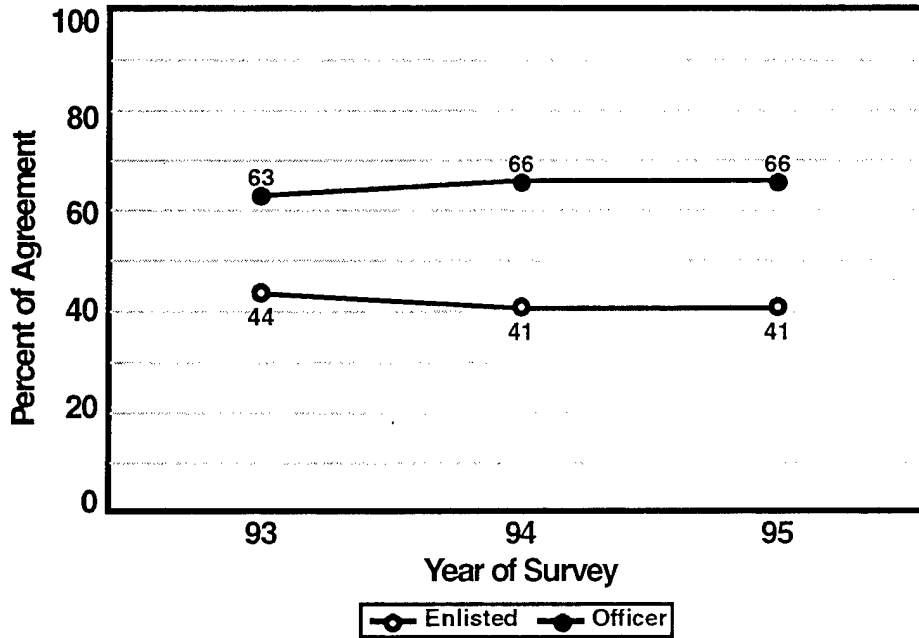


**(Q92b)**  
**The amount I am paid is an important reason for me to stay in the Navy.**



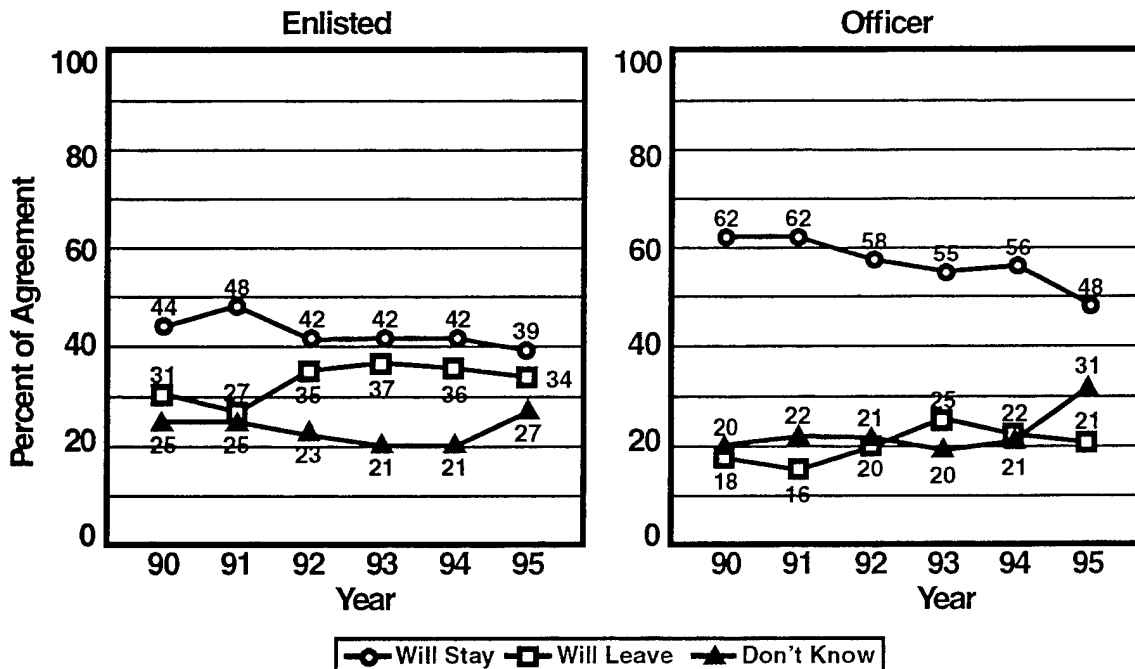
(Q92c)

**Retirement pay is an important reason for me to stay in the Navy until retirement.**

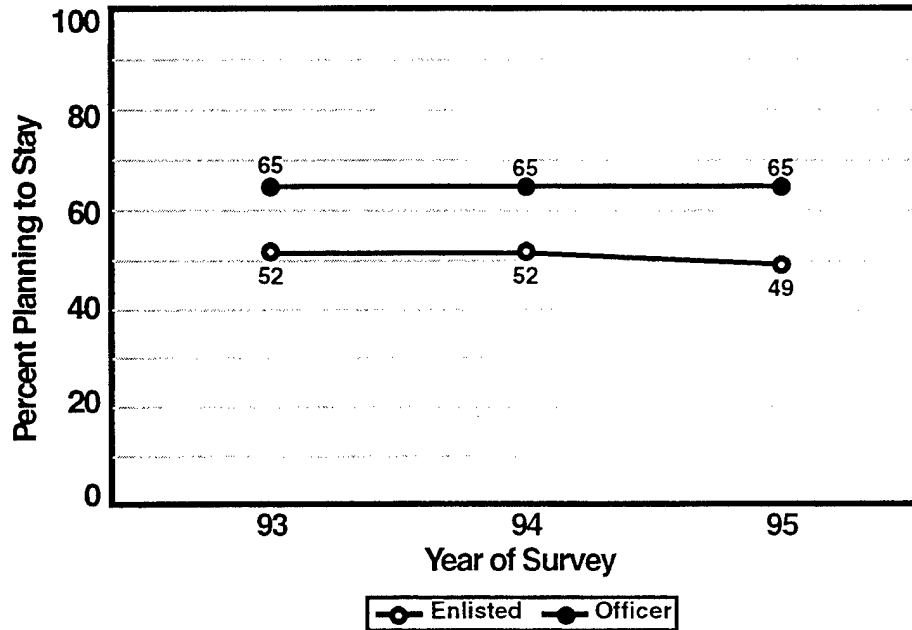


(Q97)

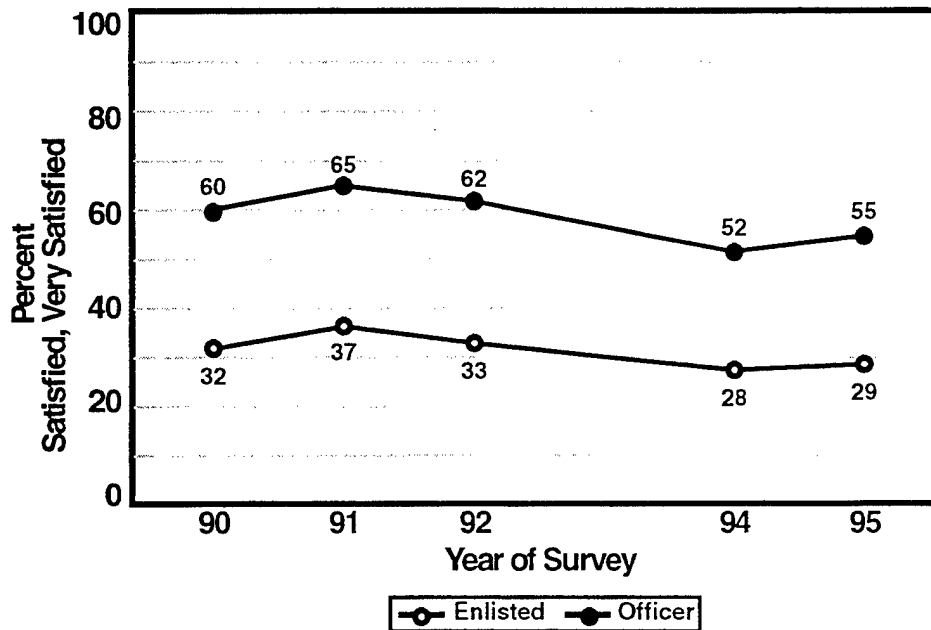
**What are your Navy career plans?**



(Q98a)  
What were your Navy career plans 12 months ago?

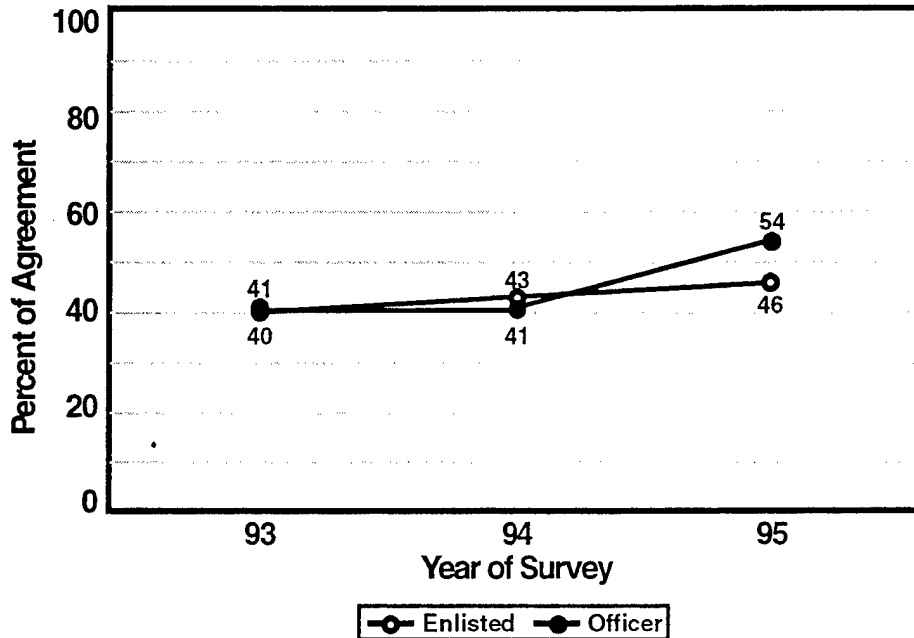


(Q99d)  
Quality of leadership/management.



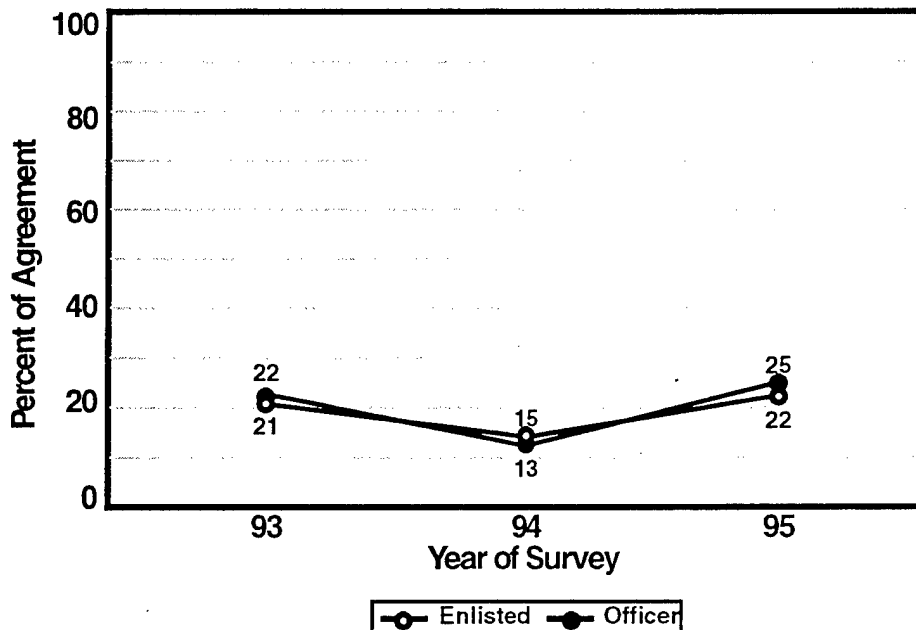
(Q104a)

**Downsizing is being carried out in a way that is fair to all members, including women and racial minorities.**



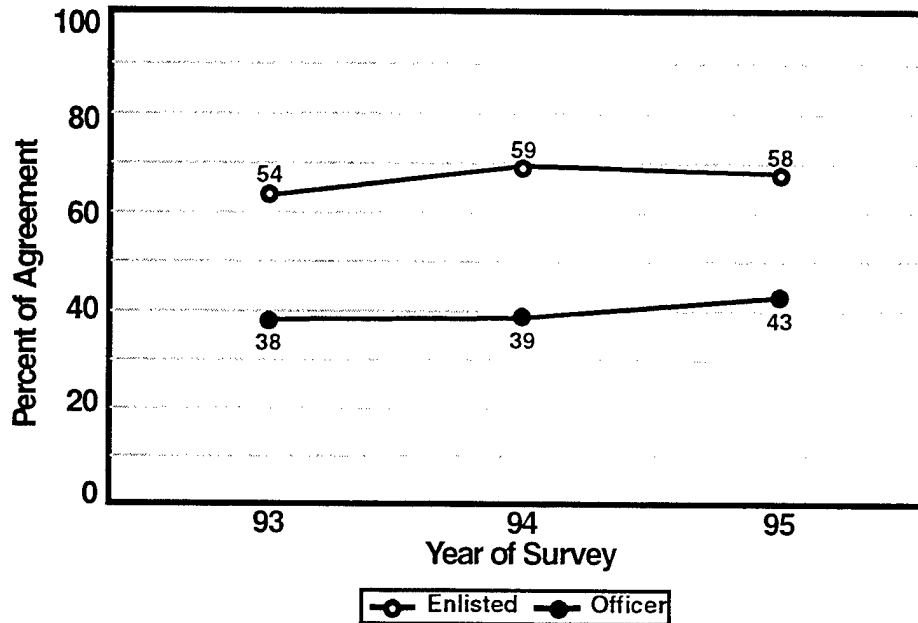
(Q104d)

**After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively.**



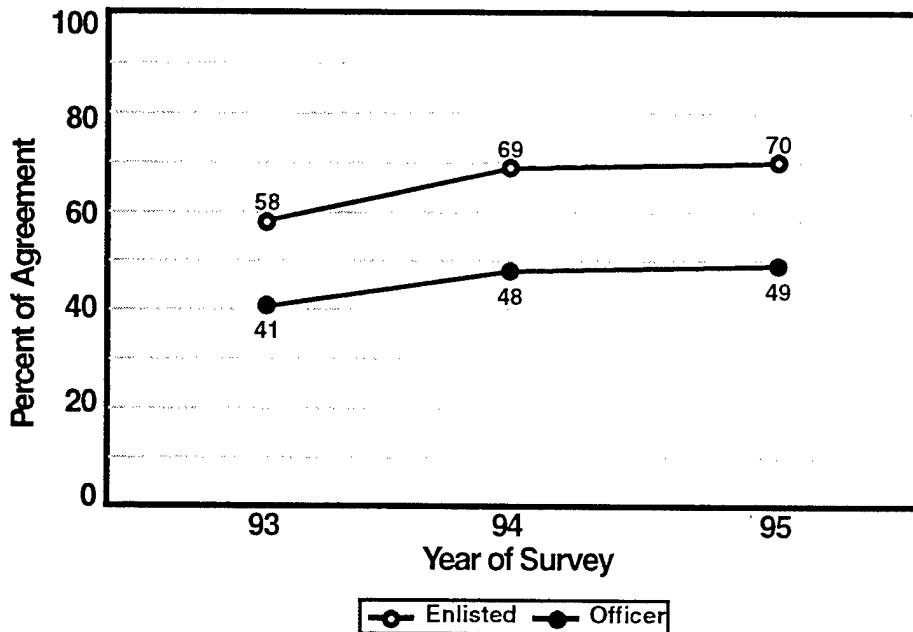
(Q104o)

If offered a separation bonus to leave before my current enlistment/obligation is up, I would accept it.



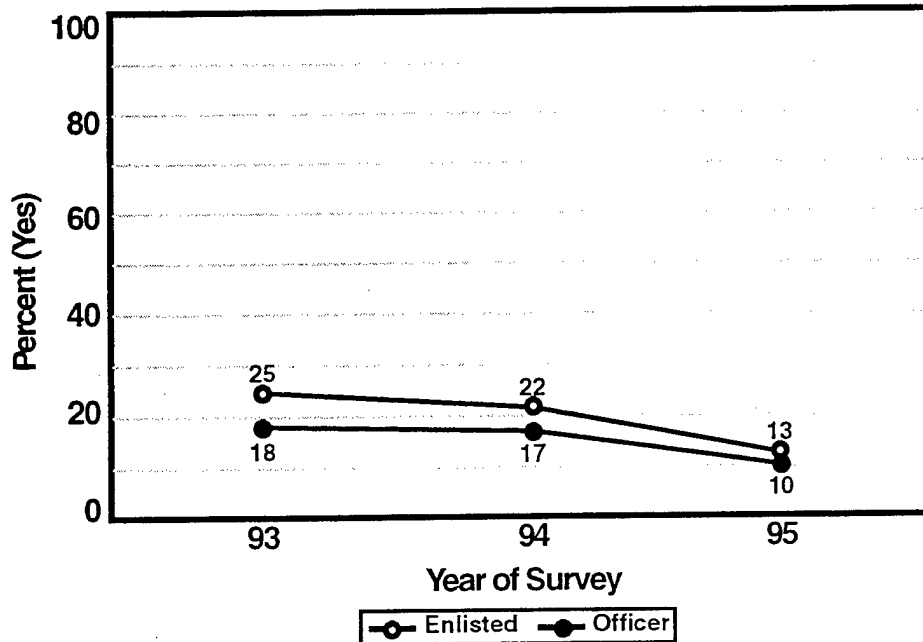
(Q104t)

I would leave at the end of my current enlistment/obligation if suitable civilian employment were available.



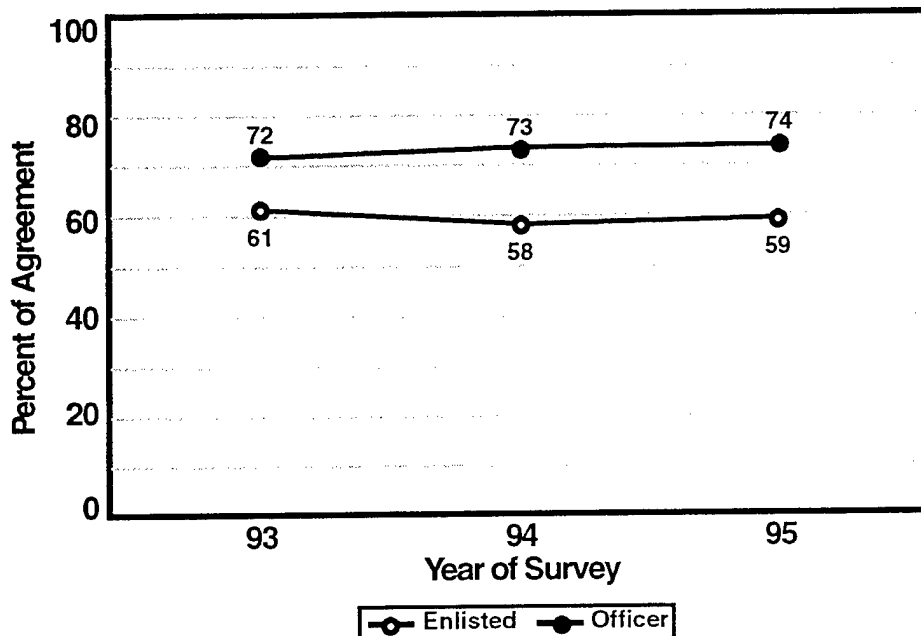
**(Q105)**

**I am currently assigned to a base or a ship  
that will close due to downsizing.**



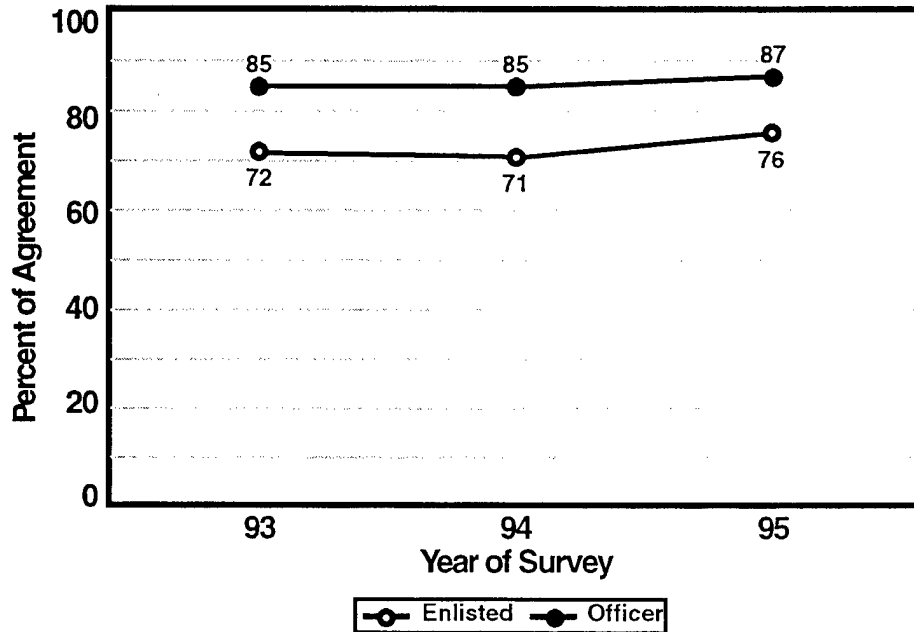
**(Q107a)**

**Alcohol abuse is not tolerated  
at command events.**



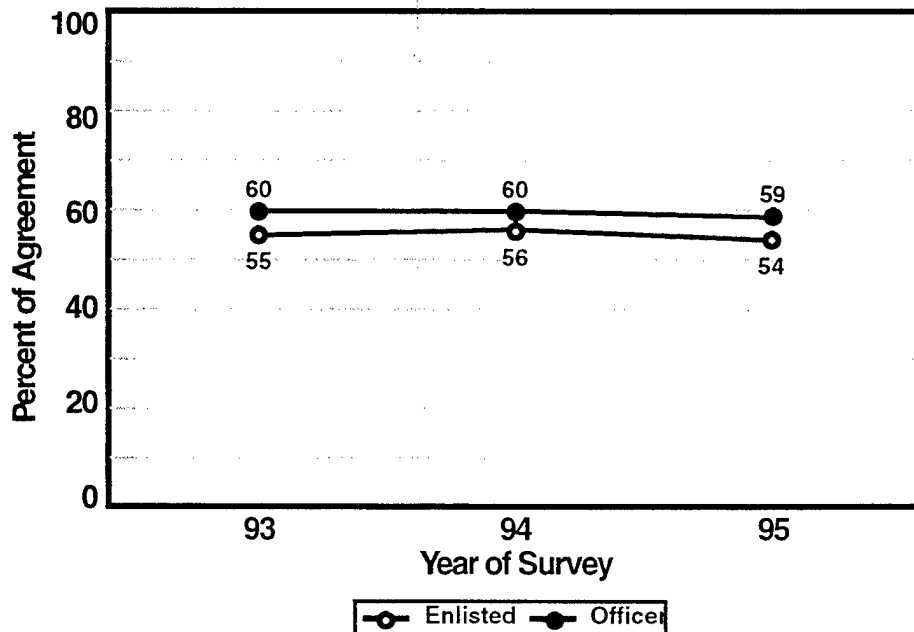
(Q107b)

**Sexually suggestive behavior is  
not tolerated at command events.**



(Q107c)

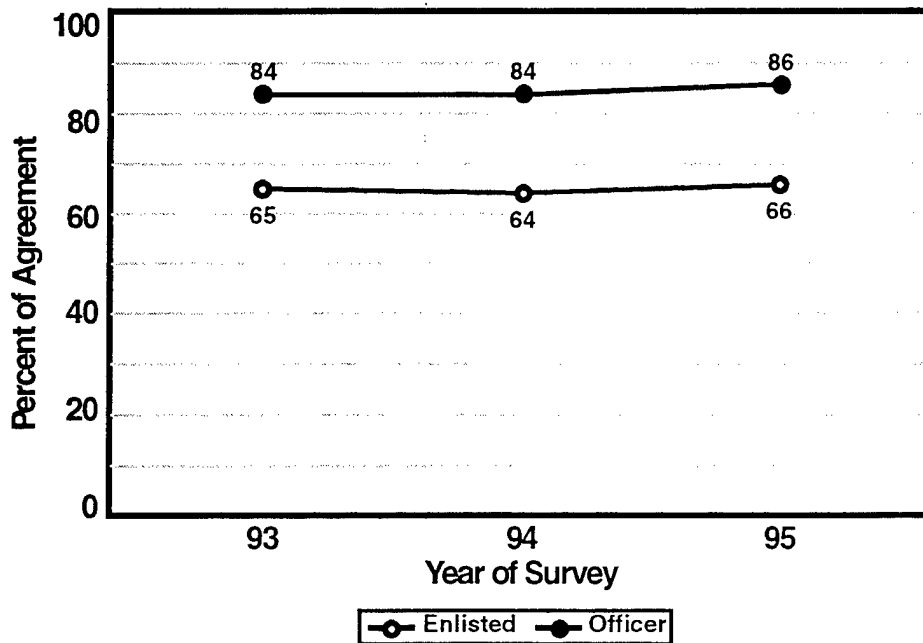
**Command members are not pressured  
to participate at command events.**





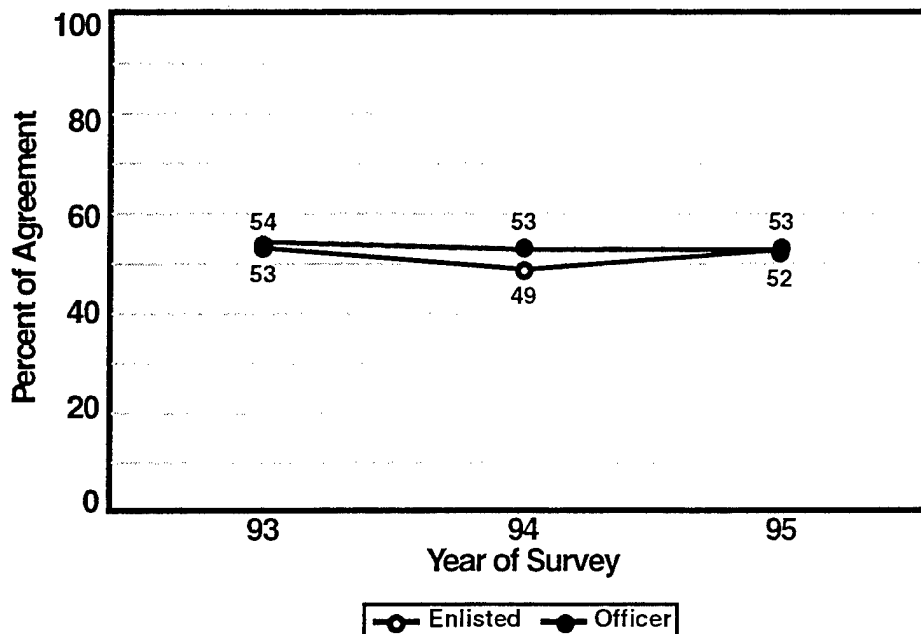
(Q107d)

**Command events uphold high standards.**

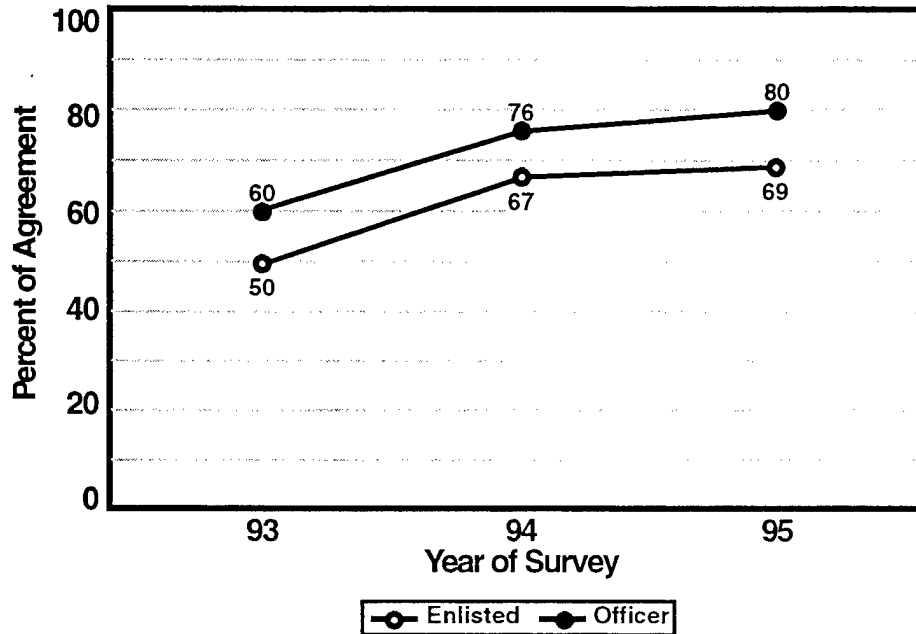


(Q109a)

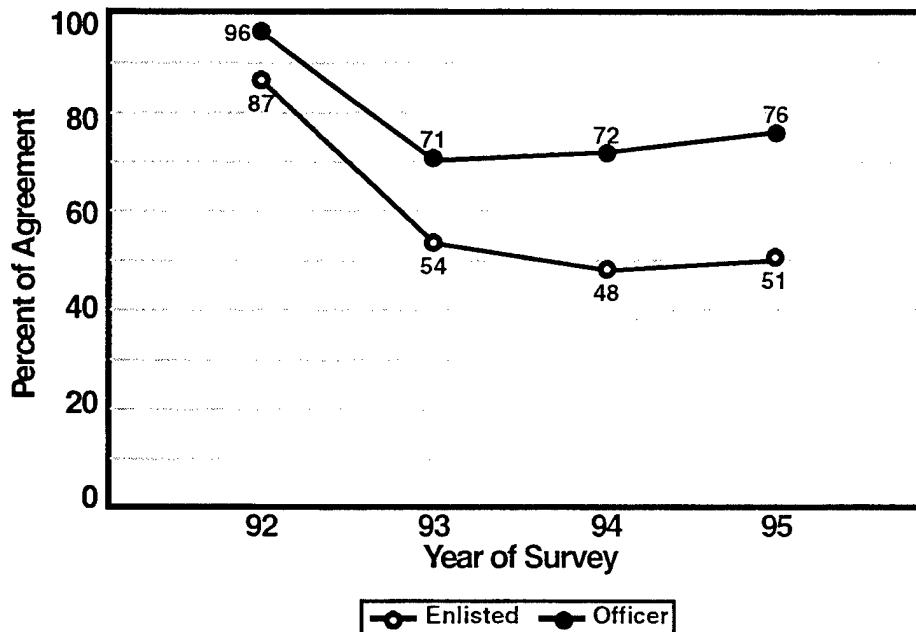
**Existing regulations on the use and abuse of alcohol should be more strictly enforced.**



**(Q109b)**  
**Penalties for the abuse of alcohol**  
**at my command are sufficient.**

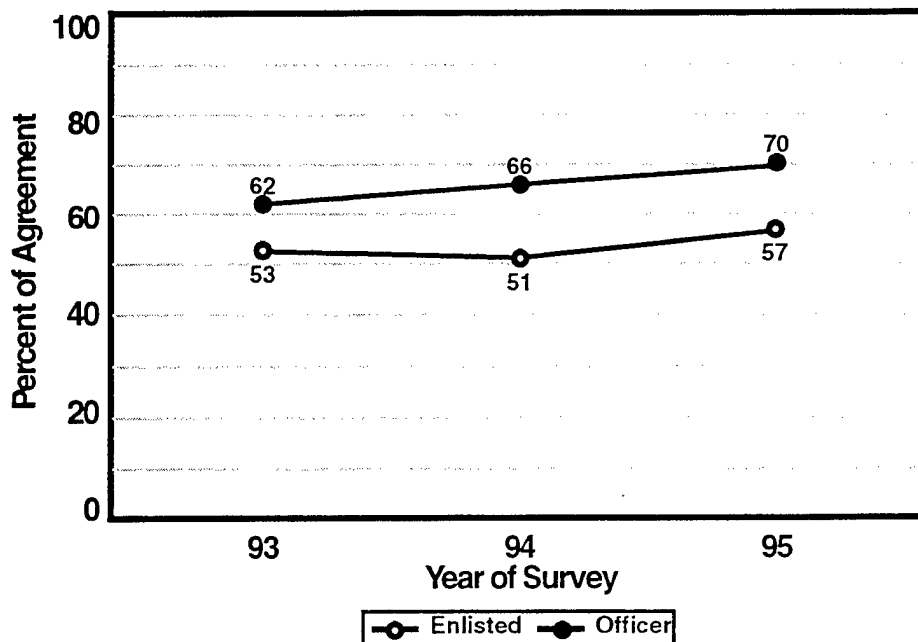


**(Q109c)**  
**Policies on alcohol use/abuse**  
**are applied fairly across paygrades.**



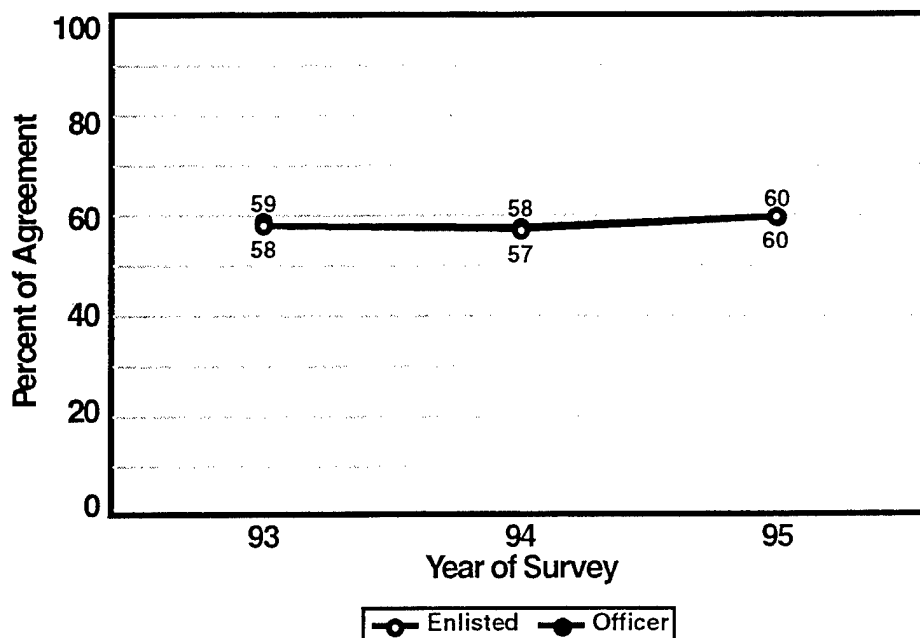
(Q109d)

**At my command, the difference between alcohol use and alcohol abuse is clearly understood.**



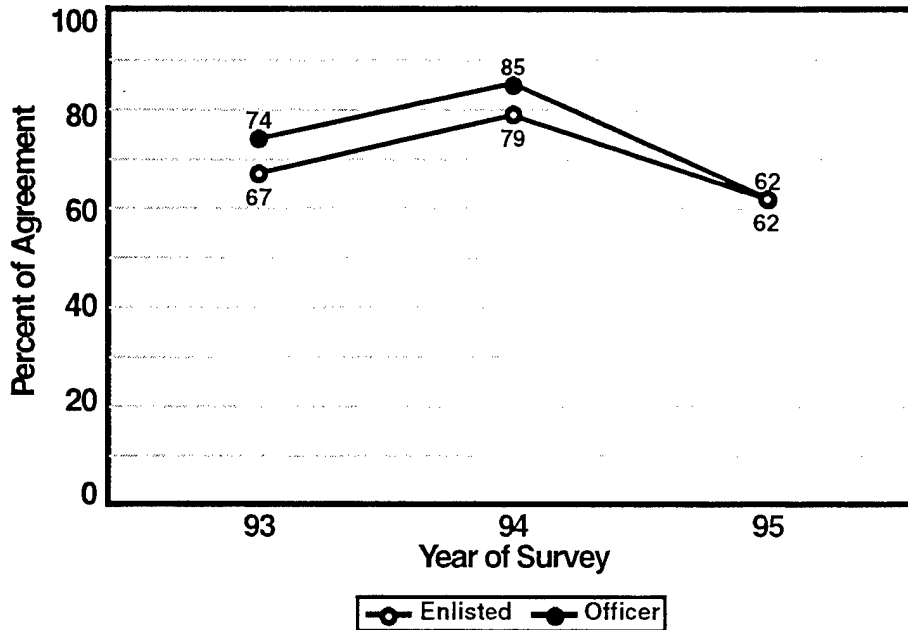
(Q109e)

**Treatment for problems related to alcohol abuse has a negative effect on my Navy career.**



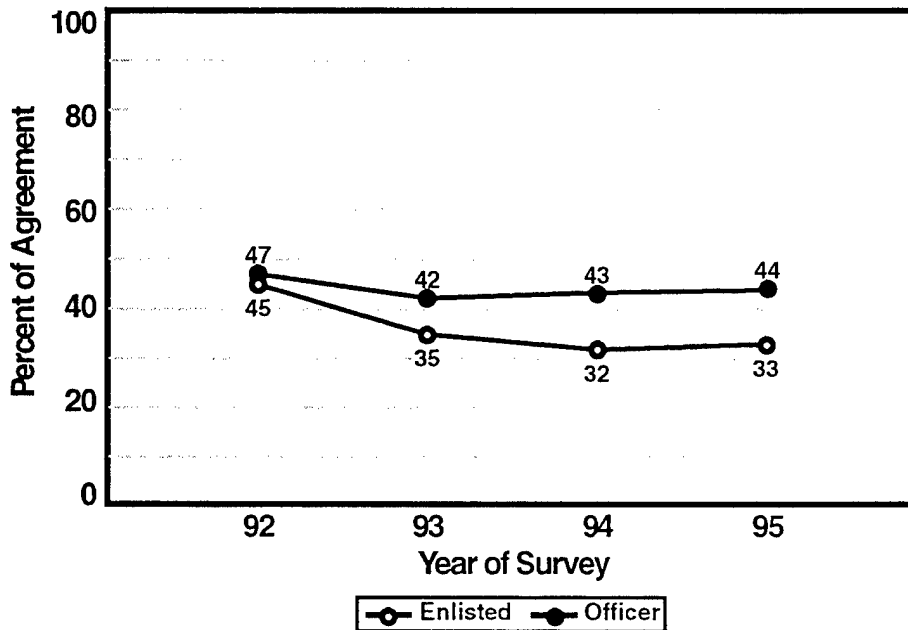
(Q109f)

**There is immediate intervention and referral to treatment for those with alcohol problems.**



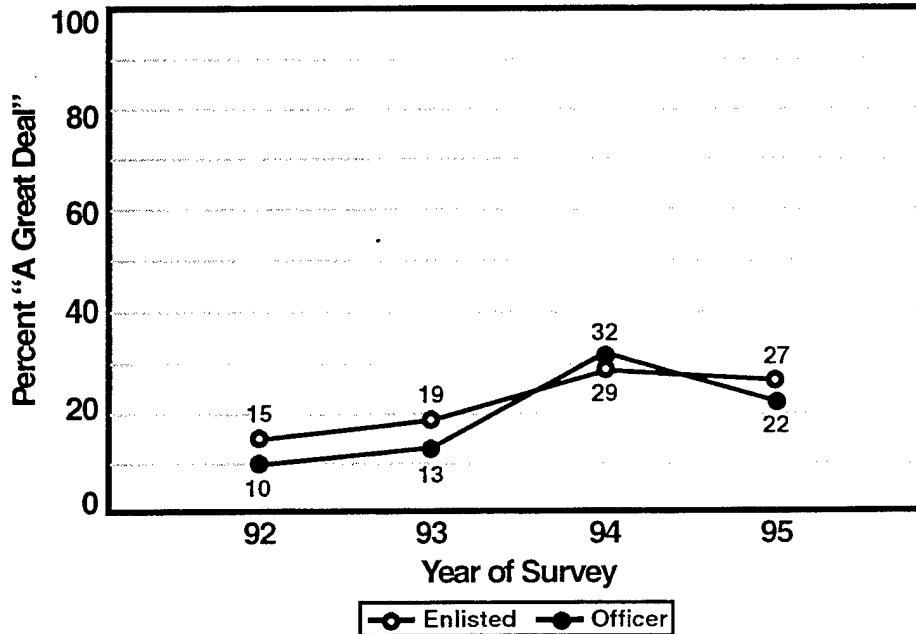
(Q110d)

**The use of healthy stress management/stress reduction skills is encouraged at my command.**



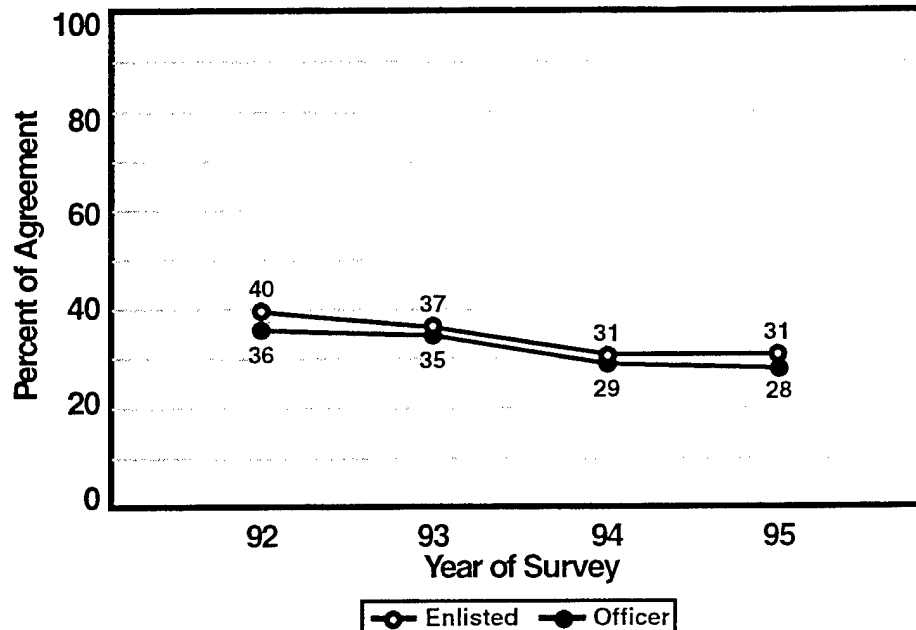
(Q122a)

I received a great deal of HIV/AIDS information from the military classroom in the past 12 months.



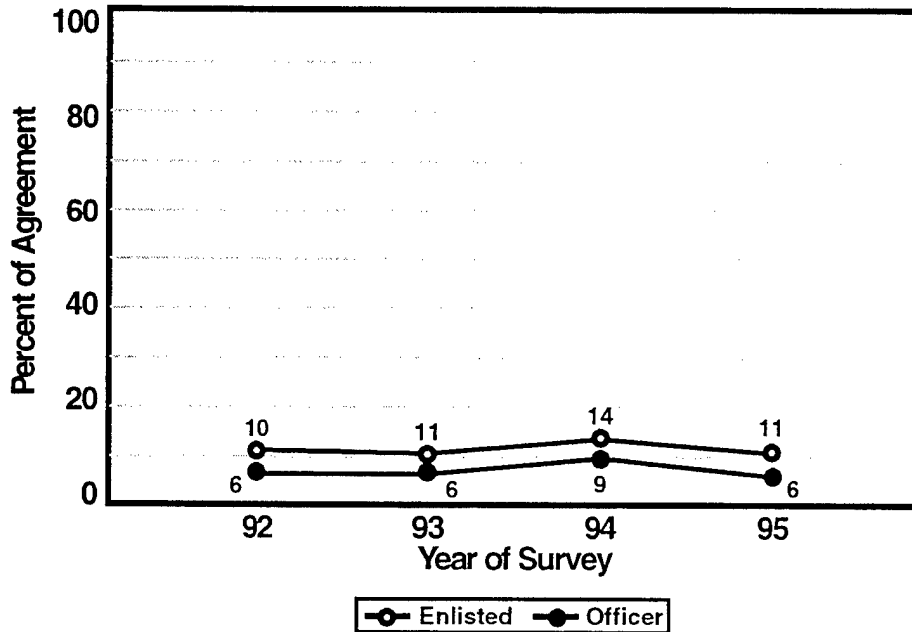
(Q122b)

I received a great deal of HIV/AIDS information from commercial media in the past 12 months.



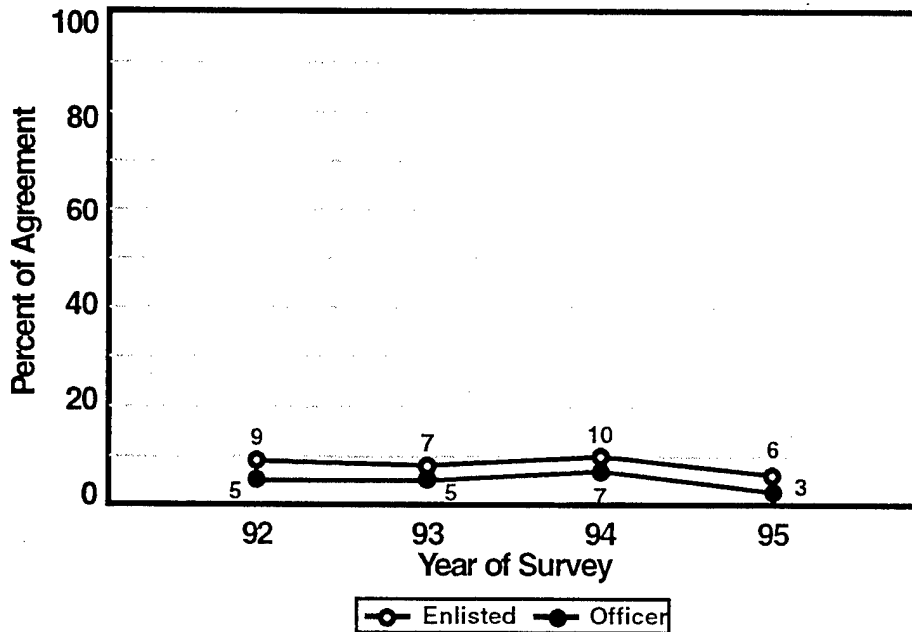
(Q122c)

I received a great deal of HIV/AIDS information from drug counselors in the past 12 months.

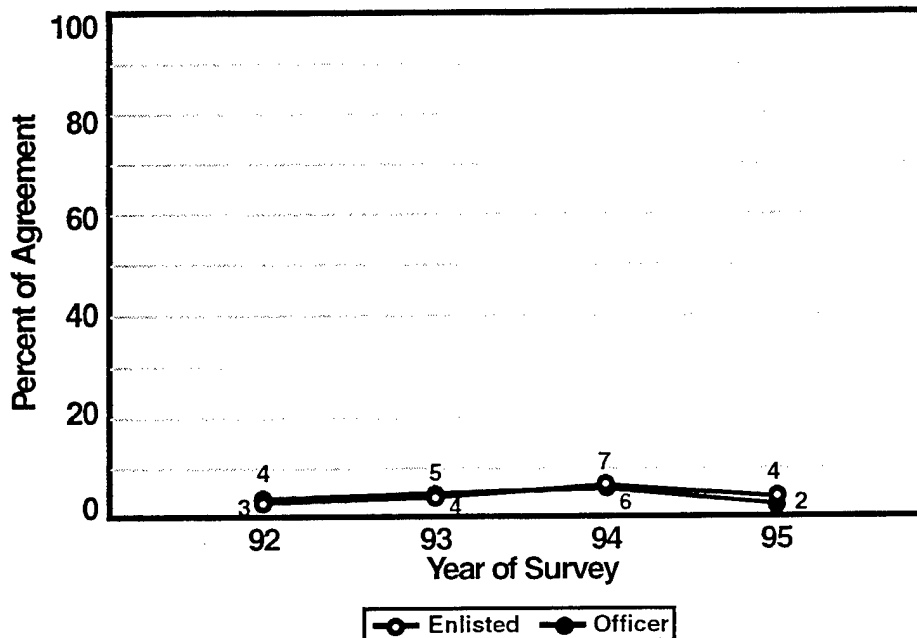


(Q122d)

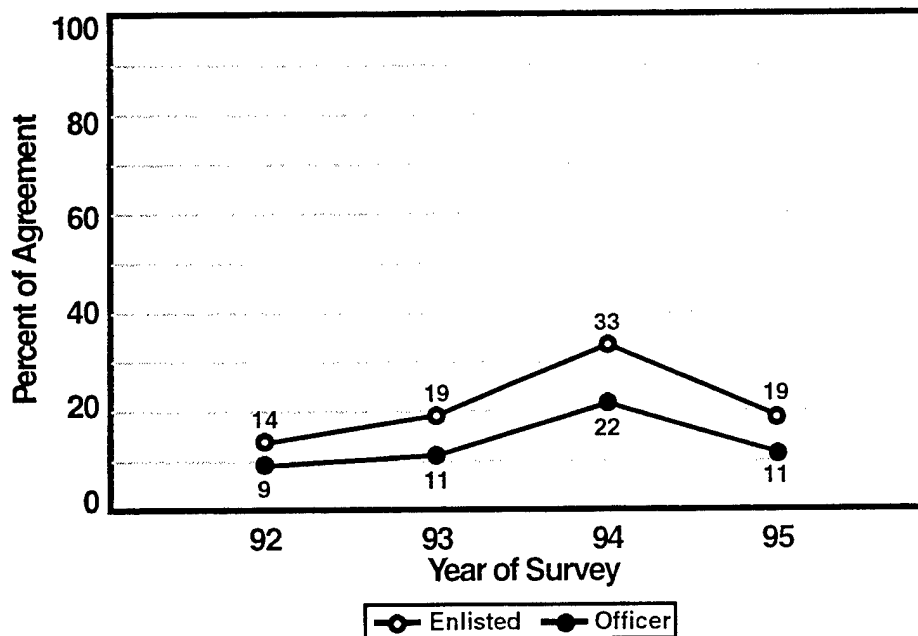
I received a great deal of HIV/AIDS information from AFRT in the past 12 months.



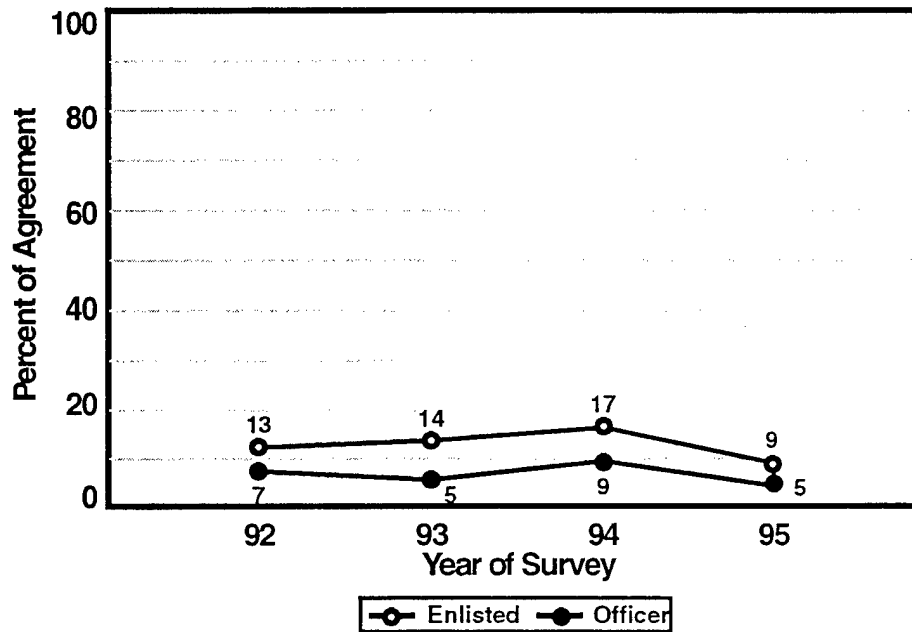
**(Q122e)**  
**I received a great deal of HIV/AIDS information**  
**from chaplains in the past 12 months.**



**(Q122f)**  
**I received a great deal of HIV/AIDS information**  
**from training videos in the past 12 months.**



(Q122g)  
I received a great deal of HIV/AIDS information  
from STD clinics in the past 12 months?





**Appendix A**

**Navy-wide Personnel Survey--1995**

Navy-wide  
**N** Navy-wide  
Navy-wide

Personnel  
**P** Personnel  
Personnel

Survey 1992  
Survey 1994  
**S** Survey 1995



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Chief of Naval Personnel

Washington, D.C. 20370-5000

## **PRIVACY ACT STATEMENT**

Authority to request this information is granted under Title 5, U.S. Code 301 and Department of the Navy Regulations, Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-24, which expires on 30 Sept 1996. Personal identifiers will be used to conduct follow-on research.

**PURPOSE:** The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel policies, procedures, and programs.

**ROUTINE USES:** The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

**ANONYMITY:** All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual.

**PARTICIPATION:** Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will NOT result in any penalties except possible lack of representation of your views in the final results and outcomes.

**Please use the last page of this questionnaire for any comments you wish to make.  
Please complete the survey within the next 5 days and return it in the envelope  
provided.**

**If you have any questions, you may contact:**

**John Kantor**

**(619) 553-7651 or DSN 553-7651**

**FAX: (619) 553-9973**

**Navy Personnel Research and Development Center**

**Survey Operations Center**

**53335 Ryne Road**

**Code 122**

**San Diego, CA 92152-7250**

**THANK YOU FOR YOUR TIME AND EFFORT!**

## IMPORTANT INSTRUCTIONS

- 

**CORRECT MARK:** ●  
**INCORRECT MARK:** ○ (with check), ○ (with X), ○ (with horizontal line), ○ (with dot)

### EXAMPLE

- | Years |   |
|-------|---|
| 0     | 9 |
| ●     | 0 |
| 1     | 1 |
| 2     | 2 |
| 3     | 3 |
| 4     | 4 |
| 5     | 5 |
| 6     | 6 |
| 7     | 7 |
| 8     | 8 |
| 9     | ● |
- | Months |   |
|--------|---|
| 0      | 1 |
| ●      | 0 |
| 1      | ● |
| 2      | 2 |
| 3      | 3 |
| 4      | 4 |
| 5      | 5 |
| 6      | 6 |
| 7      | 7 |
| 8      | 8 |
| 9      | 9 |

### EXAMPLE

- ☐ USN
- ☐ USNR
- ☒ USNR (TAR)
- ☐ USNR (265/TEMAC/Canvasser recruiter/ACDUTRA)

- 3. How much do you AGREE or DISAGREE with the following statements?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Patients are easily commanded	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The medical-care impact on my life	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of care received	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## BACKGROUND

### PERSONAL

1. What is your gender?

- ☐ Male
- ☐ Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?

- ☐ White
- ☐ Black/African American
- ☐ Asian/Pacific Islander
- ☐ American Indian
- ☐ Other

3. What is your ethnic background?

- ☐ Mexican, Chicano, Mexican-American
- ☐ Puerto Rican
- ☐ Cuban
- ☐ Other Spanish/Hispanic
- ☐ Japanese
- ☐ Chinese
- ☐ Korean
- ☐ Vietnamese
- ☐ Asian Indian
- ☐ Filipino
- ☐ Pacific Islander (Guamanian, Samoan, etc.)
- ☐ Eskimo/Aleut
- ☐ Other not listed above \_\_\_\_\_
- ☐ None of the above

4. What is your highest level of education?

- ☐ Less than high school completion/no degree
- ☐ Alternate degree/GED/home study/adult school certification
- ☐ High school degree graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2 year degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Doctorate or professional degree

5. What is your religious preference?

- ☐ Catholic
- ☐ Protestant (Baptist, Methodist, Lutheran, etc.)
- ☐ Jewish
- ☐ Orthodox churches (Greek, Russian, etc.)
- ☐ Muslim
- ☐ Buddhist
- ☐ Mormon
- ☐ Wicca
- ☐ Other religion not listed \_\_\_\_\_
- ☐ No religious preference

6. What was your marital status when you first entered the Navy?

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced once
- ☐ Remarried, was divorced two or more times
- ☐ Remarried, was widowed once
- ☐ Remarried, was widowed two or more times
- ☐ Legally separated or filing for divorce
- ☐ Legally separated or filing for divorce, was divorced before
- ☐ Divorced once
- ☐ Divorced twice
- ☐ Divorced three times
- ☐ Divorced four or more times
- ☐ Widowed

7. What is your current marital status?

- ☐ Single and never married
- ☐ Married for the first time
- ☐ Remarried, was divorced once
- ☐ Remarried, was divorced two or more times
- ☐ Remarried, was widowed once
- ☐ Remarried, was widowed two or more times
- ☐ Legally separated or filing for divorce
- ☐ Legally separated or filing for divorce, was divorced before
- ☐ Divorced once, now single
- ☐ Divorced twice, now single
- ☐ Divorced three times, now single
- ☐ Divorced four or more times, now single
- ☐ Widowed

- ☐ If you have NO SPOUSE, fill in the circle and skip to Question 11.

**8. What is your spouse's employment situation?**

- ☐ Active Duty Military
- ☐ Military Reserve
- ☐ Civil Service
- ☐ Civilian job, private sector
- ☐ Self-employed
- ☐ Retired
- ☐ Not employed, by choice (e.g., student)
- ☐ Not employed, but actively job hunting
- ☐ Not employed for other reasons (e.g., medical reasons) Specify \_\_\_\_\_

**9. Is your spouse employed full-time or part-time? (Count military reserve status as part-time employment.)**

- ☐ Does not apply/spouse is not employed
- ☐ Full-time
- ☐ Part-time

**10. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:**

- ☐ None, my spouse has no income
- ☐ Half or less than half of my contribution
- ☐ About three-fourths of my contribution
- ☐ About equal to my contribution
- ☐ Greater than my contribution

**11. Do you have any family members enrolled in DEERS? (SELECT ALL THAT APPLY.)**

- ☐ No, I have no family members enrolled in DEERS
- ☐ Spouse (non-military)
- ☐ Child(ren) living with me
- ☐ Child(ren) not living with me
- ☐ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- ☐ Legal ward(s) living with me
- ☐ Parent(s) or other living relative(s)

**12. How many of your children enrolled in DEERS under the age of 21 live in your household? (Include children for whom you have joint custody.)**

- ☐ If you have NO children/NO children under 21 years of age living in your household, fill in the circle and skip to Question 13.

	AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP				
a.	Under 6 weeks	①	②	③	④	⑤
b.	6 wks through 12 mos	①	②	③	④	⑤
c.	13 through 24 mos	①	②	③	④	⑤
d.	25 through 35 mos	①	②	③	④	⑤
e.	3 through 5 yrs	①	②	③	④	⑤
f.	6 through 9 yrs	①	②	③	④	⑤
g.	10 through 12 yrs	①	②	③	④	⑤
h.	13 through 15 yrs	①	②	③	④	⑤
i.	16 yrs to under 21 yrs	①	②	③	④	⑤

**13. Do you or any of the family members in your household qualify for assistance from any of the following sources? (SELECT ALL THAT APPLY.)**

- ☐ No, don't qualify for any assistance
- ☐ Food stamps
- ☐ Food Locker
- ☐ SHARE Program
- ☐ Woman Infant Children Assistance (WIC)
- ☐ Don't know if qualified for any assistance

**14. Are you or any of the family members in your household currently receiving assistance from any of the sources listed below? (SELECT ALL THAT APPLY.)**

- ☐ No, don't receive any assistance
- ☐ Food stamps
- ☐ Food Locker
- ☐ SHARE Program
- ☐ Woman Infant Children Assistance (WIC)
- ☐ Don't know if receiving any assistance

**15. Were one or more of your parents, step-parents, or guardians on Active Duty in the military at any time while you were growing up (prior to your 18th birthday)? (SELECT ALL THAT APPLY.)**

- ☐ No
- ☐ Yes, Navy
- ☐ Yes, Marine Corps
- ☐ Yes, Air Force
- ☐ Yes, Army
- ☐ Yes, Coast Guard

**16. Are you accompanied by the family members in your household on your present assignment?**

- ☐ Does not apply/no family members  
☐ Yes, accompanied  
☐ Temporarily unaccompanied (family members will join me later)  
☐ Permanently unaccompanied because it was required for the billet  
☐ Permanently unaccompanied because family members were not command sponsored (overseas tour)  
☐ Permanently unaccompanied by choice

**Answer Question 17 only if you selected this option. Otherwise, skip to Question 18.**

**17. Which reasons BEST describe why you are permanently unaccompanied by family members in your household?**

**(SELECT UP TO THREE ANSWERS.)**

- ☐ Spouse employment  
☐ Home ownership  
☐ Availability of military family housing  
☐ Availability of civilian housing  
☐ Cost of civilian housing  
☐ Spouse's education  
☐ Children's schools  
☐ Ties to the community  
☐ Family members prefer to remain in another location  
☐ Costs associated with moving  
☐ Your work schedule  
☐ Availability of health care and education services for special needs  
☐ Availability of activities/facilities for family members/child care  
☐ Inadequate time to make moving arrangements  
☐ Length of new duty assignment  
☐ Personal reasons  
☐ Other

**CAREER**

**18. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)**

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

**19. What is your current military status?**

- ☐ USN  
☐ USNR  
☐ USNR (TAR)  
☐ USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

**20. What is your paygrade?**

- |                           |                            |                                    |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1  | <input type="radio"/> O-1          |
| <input type="radio"/> E-2 | <input type="radio"/> W-2  | <input type="radio"/> O-2          |
| <input type="radio"/> E-3 | <input type="radio"/> W-3  | <input type="radio"/> O-3          |
| <input type="radio"/> E-4 | <input type="radio"/> W-4  | <input type="radio"/> O-4          |
| <input type="radio"/> E-5 |                            | <input type="radio"/> O-5          |
| <input type="radio"/> E-6 |                            | <input type="radio"/> O-6          |
| <input type="radio"/> E-7 | <input type="radio"/> O-1E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | <input type="radio"/> O-2E |                                    |
| <input type="radio"/> E-9 | <input type="radio"/> O-3E |                                    |

**21. How long have you been in your current paygrade?**

Years		Months	
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

**22. What is your designator?**

☐ Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

**23. If you are a Chief Petty Officer, Petty Officer, or an officially DESIGNATED STRIKER (qualified to wear the striker rating badge), what is your general rating?**

☐ Does not apply/I am an officer  
☐ Not rated/not designated striker

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

**24. Are both males and females assigned to your present command?**

☐ Yes  
☐ No

**25. What is your current billet?**

☐ Sea duty  
☐ Shore duty  
☐ Other (e.g., neutral duty, Duty Under Instruction)

**26. To what type of ship/activity are you currently assigned?**

**(IF APPLICABLE, SELECT ALL THAT APPLY.)**

☐ Shore or Staff Command  
☐ Afloat staff  
☐ Training Command  
☐ Aviation Squadron (deployed to ships)  
☐ Aviation Squadron (deployed to shore)  
☐ Carrier based A/C Squadron/Detachment  
☐ Aircraft Carrier (other than carrier based A/C Squadron/Detachment)  
☐ Cruiser  
☐ Destroyer types (includes frigates)  
☐ Minecraft  
☐ Submarine  
☐ Tender/Repair ship  
☐ Reserve Unit  
☐ Service Force ship  
☐ Amphibious ship  
☐ Amphibious craft  
☐ Other \_\_\_\_\_

**27. In which FLEET are you now homeported?**

☐ Does not apply  
☐ 2nd Fleet, Atlantic  
☐ 3rd Fleet, Pacific  
☐ 6th Fleet, Mediterranean  
☐ 7th Fleet, Far East  
☐ Don't know

**28. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)**

☐ Alaska or Hawaii  
☐ CONUS (continental U.S., excluding Alaska and Hawaii)  
☐ Europe  
☐ Far East  
☐ Caribbean  
☐ Middle East  
☐ South or Central America  
☐ Other \_\_\_\_\_



## DETAILING AND ASSIGNMENT PROCESS

29. What is the zip code of your current DUTY STATION? (*Duty station zip can be found on the envelope in which you received this survey.*)

					--				
0	0	0	0	0	--	0	0	0	0
1	1	1	1	1	--	1	1	1	1
2	2	2	2	2	--	2	2	2	2
3	3	3	3	3	--	3	3	3	3
4	4	4	4	4	--	4	4	4	4
5	5	5	5	5	--	5	5	5	5
6	6	6	6	6	--	6	6	6	6
7	7	7	7	7	--	7	7	7	7
8	8	8	8	8	--	8	8	8	8
9	9	9	9	9	--	9	9	9	9

30. In which of the following sources do you find most of your general information about the Navy? (SELECT ONE ANSWER.)
- ☐ Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
  - ☐ Externally produced information sources (Navy Times or other Navy focused publications)
  - ☐ Local or national newspaper
  - ☐ Local or national television
31. Where do you find most of your information about Navy personnel policies and programs which affect you? (SELECT ONE ANSWER.)
- ☐ Navy produced information sources (your base/station newspaper, Navy/Marine Corps TV News, All Hands magazine, Navy messages, plans of the day/week, morning quarters, Captain's Call, word from your leading petty officer/division officer, other Navy information sources)
  - ☐ Externally produced information sources (Navy Times or other Navy focused publications)
  - ☐ Local or national newspaper
  - ☐ Local or national television

32. How much do you AGREE or DISAGREE with the following statements?

- a. Women have the ability to successfully carry out the duties of their combat roles in the Navy
- b. Women are fully accepted in their combat roles in the Navy

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply

33. How far in advance of your last Projected Rotation Date (PRD) did you first contact your detailer?
- ☐ Not applicable, transferred from another command
  - ☐ 1 to 30 days
  - ☐ 31 to 60 days
  - ☐ 61 to 90 days
  - ☐ 91 days to 6 months
  - ☐ More than 6 months
34. How far in advance of your last PRD did you negotiate your orders?
- ☐ Not applicable
  - ☐ 1 to 30 days
  - ☐ 31 to 60 days
  - ☐ 61 to 90 days
  - ☐ 91 days to 6 months
  - ☐ More than 6 months
35. How many assignment choices were available to you on your first call to your detailer?
- ☐ Not applicable
  - ☐ More than 4
  - ☐ 4
  - ☐ 3
  - ☐ 2
  - ☐ 1
  - ☐ None, told to call back at the next requisition date
36. How far in advance of your last change of station or actual rotation date did you receive your orders?
- ☐ Not applicable
  - ☐ 1 to 30 days
  - ☐ 31 to 60 days
  - ☐ 61 to 90 days
  - ☐ 91 days to 6 months
  - ☐ More than 6 months
  - ☐ Did not receive orders in advance
37. Were your last orders issued early enough to allow you to complete preparations for your PCS move?
- ☐ Move not required, new duty station was in same geographic location
  - ☐ Yes
  - ☐ No
  - ☐ Not applicable

38. What type of duty did you have at your previous command?

- ☐ Not applicable
- ☐ Sea/shore rotation
- ☐ "A" School
- ☐ LIMDU
- ☐ HUMS assignment
- ☐ Other \_\_\_\_\_

39. Did you use the Job Advertising and Selection System (JASS) to negotiate your current assignment?

- ☐ Yes
- ☐ No
- ☐ Don't know

40. How important is homesteading (i.e., remaining in the same geographic location for subsequent tours) to you?

- ☐ Very important
- ☐ Important
- ☐ Neither important nor unimportant
- ☐ Unimportant
- ☐ Very unimportant

41. Do you feel there is a conflict between homesteading and maintaining a promotable career path?

- ☐ Yes
- ☐ No

42. How effective is your detailee in resolving conflicts between your personal desires and the needs of the Navy?

- ☐ Very effective
- ☐ Effective
- ☐ Not very effective
- ☐ Does not apply

43. When choosing your last assignment, what was your primary concern?

- ☐ Future promotability
- ☐ Type of duty
- ☐ Geographic location
- ☐ Platform
- ☐ Spouse's collocation
- ☐ Other \_\_\_\_\_

If you have not used BUPERS ACCESS, or the next question does not apply, fill in the circle and skip to Question 45. ☐

44. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the extent you AGREE or DISAGREE with each of the following statements:

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailee
- d. The system has reduced the number of calls I make to my detailee

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. How effective do you feel each of the following methods is for interacting with your detailee?

- a. Preference Card/form
- b. Enlisted Personnel Action Request (NAVPERS 1306/7)
- c. Letter/FAX
- d. Telephone (normal detailing hours)
- e. Telephone (AM/PM detailing hours)
- f. Personal visit
- g. Detailee field trip
- h. BUPERS ACCESS
- i. Naval message
- j. Command Career Counselor/ Representative

Very effective	Effective	Neither	Ineffective	Very ineffective	Don't know/never use it
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately \$3,000 per year were offered.
- ☐ Does not apply/do not receive sea pay
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

**Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.**

## SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

- ☐ Major homeports (CONUS)
- ☐ Isolated CONUS sites
- ☐ Isolated overseas sites
- ☐ Overseas major installations
- ☐ No opinion

- B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.**

B.

Reason Not Used

**A.**  
**Quality**

[illegible]

- a. Deployment Support Programs
- b. Family Service Center (FSC) Counseling (personal, family, marital)
- c. Exceptional Family Member (EFM) Program
- d. FSC Relocation Assistance Program (RAP)
- e. Transition Assistance Management Program (TAMP)
- f. Sexual Assault Victim Assistance Program
- g. Housing Referral Services
- h. Housing Management Services
- i. FSC Family Education Programs
- j. New Parent Support Team
- k. Family Service Centers-overall
- l. Spouse Employment Assistance Program (SEAP)
- m. Family Advocacy Program (FAP)
- n. Personal Financial Management (PFM)

51. How much do you AGREE or DISAGREE with the statements that follow about Service Member and Family Support programs/services you have used WHILE IN THE NAVY? (For a brief listing of services, see Question 50.)

Strongly agree    Agree    Neither agree nor disagree    Disagree    Strongly Disagree    Does not apply/have not used

- a. Navy Service Member and Family Support services improve the quality of life for me/my family ☐ ☐ ☐ ☐ ☐ ☐
- b. I am satisfied with the quality of Service Member and Family Support services in the Navy ☐ ☐ ☐ ☐ ☐ ☐
- c. I am satisfied with the availability of Service Member and Family Support services in the Navy ☐ ☐ ☐ ☐ ☐ ☐

52. How often do you have trouble paying your bills?

- ☐ Never  
☐ Seldom  
☐ Occasionally  
☐ Usually  
☐ Always

53. How much of an emergency fund (cash deposited in a savings institution immediately available for emergencies) do you keep available?

- ☐ None  
☐ One pay period  
☐ One months pay  
☐ Two months pay  
☐ Three or more months pay

54. Do you know who your Command or Divisional Financial Specialist is?

- ☐ Yes  
☐ No

55. Does your Command or Divisional Financial Specialist conduct regular training on financial subjects?

- ☐ Yes, more than twice a month  
☐ Yes, every month  
☐ Yes, once every six months  
☐ No  
☐ Does not apply/don't know

56. From the following list of financial topics, select those important to you in contributing to your financial security. (SELECT ALL THAT APPLY.)

- ☐ Car buying strategies  
☐ College savings  
☐ Retirement  
☐ Home buying  
☐ Budgeting  
☐ Garnishment  
☐ Debt management  
☐ Investments  
☐ Military pay structure  
☐ Major purchasing strategies

### MORALE, WELFARE and RECREATION (MWR) and HOUSING

If you are not serving on a ship, skip to Question 59.

57. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?

Not reduced    Somewhat reduced    Reduced    Greatly reduced    Does not apply/have not used    Not available

- a. Fitness equipment ☐ ☐ ☐ ☐ ☐ ☐
- b. Fitness activities ☐ ☐ ☐ ☐ ☐ ☐
- c. Entertainment tickets/local tours ☐ ☐ ☐ ☐ ☐ ☐
- d. Board/table games ☐ ☐ ☐ ☐ ☐ ☐
- e. Recreation/sports gear issue ☐ ☐ ☐ ☐ ☐ ☐
- f. Base recreation activities when in port ☐ ☐ ☐ ☐ ☐ ☐
- g. Lounges ☐ ☐ ☐ ☐ ☐ ☐

58. From the following list of SHIPBOARD recreation programs, select those IMPORTANT to you in contributing to your quality of life. (SELECT UP TO 4 ANSWERS.)

- ☐ Tours ashore - homeport  
☐ Tours ashore - liberty port  
☐ Discount tickets/ticket issues  
☐ Gear issue  
☐ Special events in port  
☐ Special events underway  
☐ Sports and athletics  
☐ Video games  
☐ Leisure reading  
☐ Computers for personal use  
☐ TV/movie entertainment  
☐ Leisure/skills development  
☐ Exercise/physical fitness  
☐ Board games  
☐ Listening to music

59. Which BEST describes your current living arrangements?
- ☐ Military family housing
  - ☐ Government-leased housing in the civilian community
  - ☐ Personally-/shared-owned housing in the civilian community
  - ☐ Shared rental housing in the civilian community
  - ☐ Personally-rented housing in the civilian community
  - ☐ Personally-rented space to park mobile home owned by service member
  - ☐ On a ship
  - ☐ Bachelor's Quarters (BQ)
  - ☐ Other (please describe) \_\_\_\_\_

60. If you are shore based and live in Bachelor's Quarters, would you voluntarily move off-base if you were offered BAQ/VHA?
- ☐ a. Definitely would
  - ☐ b. Probably would
  - ☐ c. Don't know
  - ☐ d. Probably would not
  - ☐ e. Definitely would not
  - ☐ f. Does not apply

61. If your answer to Question 60 was a, b, or c, what is the most important reason?
- ☐ Did not consider it
  - ☐ PRD
  - ☐ Crime
  - ☐ Too expensive
  - ☐ Transportation problem
  - ☐ Availability problem
  - ☐ Selected for advancement
  - ☐ Separating from the Navy
  - ☐ Other \_\_\_\_\_

62. If you were stationed aboard a ship and were offered the opportunity to move into the BQ, would you be willing to move? (SELECT ONLY ONE ANSWER.)
- ☐ a. Definitely would
  - ☐ b. Probably would
  - ☐ c. Don't know
  - ☐ d. Probably would not
  - ☐ e. Definitely would not

63. If your answer to Question 62 was a, b, or c, what is the most important reason?
- ☐ Did not consider it
  - ☐ PRD
  - ☐ Crime
  - ☐ Too expensive
  - ☐ Transportation problem
  - ☐ Availability problem
  - ☐ Selected for advancement
  - ☐ Separating from the Navy
  - ☐ Other \_\_\_\_\_

64. I prefer government family housing over BAQ/VHA.
- ☐ Strongly agree
  - ☐ Agree
  - ☐ Neither agree nor disagree
  - ☐ Disagree
  - ☐ Strongly disagree

65. When your ship is in homeport, where would you prefer to live?
- ☐ Not applicable
  - ☐ Onboard ship
  - ☐ Barracks
  - ☐ Navy housing
  - ☐ Civilian housing
  - ☐ Other \_\_\_\_\_

66. When your ship is in port, why do you choose to live onboard ship, instead of living in the barracks?
- ☐ Does not apply/I do live in the barracks
  - ☐ Does not apply/I live off-base
  - ☐ I am a geographic bachelor
  - ☐ Barracks not available
  - ☐ I prefer to live onboard ship
  - ☐ I have no choices because of my duty assignments
  - ☐ I am not authorized

67. How much do you AGREE or DISAGREE with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. My present living arrangements are having a positive effect on my job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My present living arrangements are having a positive effect on my decision to stay in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. In general, I can afford the things I or my family need(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Overall, I am satisfied with my quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have NO CHILDREN, FILL IN THIS CIRCLE AND SKIP TO QUESTION 76. ☐

# **ATTENTION SURVEY RESPONDENT**

**PLEASE NOTE THESE CORRECTIONS TO  
QUESTIONS 61 AND 63 ON PAGE 12**

## **QUESTION 61 SHOULD READ:**

61. If your answer to Question 60 was c, d, or e, what is the most important reason?

## **QUESTION 63 SHOULD READ:**

63. If your answer to Question 62 was c, d, or e, what is the most important reason?

68. How **IMPORTANT** to you are the Navy sponsored **YOUTH** (ages 6-17) recreation programs listed below?

- a. Before/after school programs
- b. Sports and fitness programs
- c. Recreational/social activities
- d. Day camps
- e. Personal development programs
- f. Teen programs

Very Important	Important	Neither Important/Unimportant	Very Unimportant	Choose not to participate	Don't know about	Not available to me
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

69. How **SATISFIED** are you with the overall quality of these Navy sponsored **YOUTH** (ages 6-17) recreation programs at your base?

- a. Before/after school programs
- b. Sports and fitness programs
- c. Recreational/social activities
- d. Day camps
- e. Personal development programs
- f. Teen programs

Very satisfied	Satisfied	Somewhat satisfied	Disatisfied	Very dissatisfied	Choose not to participate	Don't know about	Not available to me
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## CHILD CARE

If you have **NO CHILDREN WHO REQUIRE CHILD CARE**, fill in this circle and skip to Question 76. ☐

If you have children living with you part-time (i.e., joint custody with ex-spouse), answer the following questions based on the time you have children living **WITH** you.

70. Who is the **PRIMARY** caregiver for your youngest child during your regular work day/shift? (SELECT ONE ANSWER.)

- ☐ Spouse, by choice
- ☐ Spouse, not by choice
- ☐ Military Child Development Center
- ☐ Base-operated family home care program
- ☐ Private licensed facility
- ☐ Civilian operated family home care
- ☐ At-home employee (nanny, au pair, etc.)
- ☐ Relative/older siblings
- ☐ Friend
- ☐ Other \_\_\_\_\_
- ☐ I currently have no arrangements/I have a child care problem

71. If you are **NOT** using military child care centers or family home care, why not? (SELECT ONE ANSWER.)

- ☐ Does not apply/I am using such care
- ☐ Do not need it/I have other arrangements
- ☐ Service is not available/I am not aware of such service
- ☐ Center and family home care have a waiting list
- ☐ Location of center is not convenient
- ☐ Quality of care available is substandard
- ☐ Restricted hours/no overnight care
- ☐ Too expensive
- ☐ Other \_\_\_\_\_

72. How often do child care needs interfere with your ability to perform your job?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Very often

73. In what way do child care needs interfere with your performance? (SELECT THE **MOST** IMPORTANT ANSWER.)

- ☐ Does not apply/do not interfere
- ☐ Distractions while on duty
- ☐ Miss work
- ☐ Late for work
- ☐ Must leave early
- ☐ Limits billet choices
- ☐ Needs cause friction with coworkers/supervisors
- ☐ Raises general stress level/anxiety
- ☐ Other \_\_\_\_\_

74. I am satisfied with my current child care arrangements.

- ☐ Does not apply/have not used
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

75. I am satisfied with the Navy's child care system.

- ☐ Does not apply/have not used
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

### VOLUNTARY EDUCATION

76. Have you ever used the Navy's Voluntary Education Program (Navy Campus, Tuition Assistance, Program for Afloat College Education, Functional Skills, DANTES, etc.)?

- ☐ Yes
- ☐ No
- ☐ Don't know

77. Which of the following BEST describes how you feel you should be able to use Tuition Assistance?

(SELECT ONE ANSWER.)

- ☐ I should only be able to take courses in a degree program related to my Navy rating/subspecialty
- ☐ I should be able to take courses I need to earn any degree
- ☐ I should be able to take whatever courses I want, even if they are not part of a degree program

78. How do you rate PACE computer interactive programmed instruction college courses?

- ☐ Not used/no access to it
- ☐ Not used/no experience
- ☐ Never heard of it
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor

79. If you are stationed at a site which does not have an education specialist or an education center, which of the following would be most useful to you for getting educational information?

(SELECT ONE ANSWER.)

- ☐ Does not apply/there is an educational center at my base
- ☐ Kiosk information
- ☐ Computer bulletin board
- ☐ Telephone hotline
- ☐ BUPERS ACCESS
- ☐ Other \_\_\_\_\_

### NAVY SPONSOR PROGRAM

80. How do you rate the Sponsor Forum on BUPERS ACCESS?

- ☐ Not used/no access to it
- ☐ Not used/no experience
- ☐ Never heard of it
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor

81. Have you served as a sponsor at your present command?

- ☐ Yes
- ☐ No (skip to Question 83)

82. How would you rate the formal sponsor training you received to prepare you to serve as a sponsor?

- ☐ I did not receive any formal sponsor training
- ☐ Very good
- ☐ Good
- ☐ Average
- ☐ Poor
- ☐ Very poor

83. Where was the sponsor training provided?

- ☐ No training provided
- ☐ Family Service Center
- ☐ My present command with command instructors
- ☐ My present command with Family Service Center instructors
- ☐ Other \_\_\_\_\_



84. Does your present command formally recognize sponsors for a job well done?

- ☐ Don't know/not aware of
- ☐ Very often
- ☐ Often
- ☐ Sometimes
- ☐ Rarely
- ☐ Never

85. How satisfied were you with the assistance from the sponsor assigned to you during your PCS transfer to your present command?

- ☐ I did not want a sponsor
- ☐ I was not assigned a sponsor
- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

86. Did any of the following occur during your last PCS transfer?

(SELECT ALL THAT APPLY.)

- ☐ I was not assigned a sponsor
- ☐ Sponsor transferred before I arrived
- ☐ I did not receive welcome package
- ☐ I did not receive a letter from the command
- ☐ Sponsor did not meet me on arrival
- ☐ Sponsor did not help me
- ☐ None of these occurred

### PERSONNEL SUPPORT DETACHMENT (PSD) and TRANSPORTATION

87. How would you evaluate each of the following?

	Very good	Good	Fair	Poor	Very poor	Does not apply/have not used
a. Your experience with your servicing Personnel Support Detachment (PSD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The interaction between your command Pay/Personnel Administrative Support System (PASS) Liaison Representative (PLR) and the PSD	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. On ship, your Personnel/Dispursing Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

88. The transportation support provided by the Navy Passenger Transportation Office (NAVPTO) is responsive to my needs.

- ☐ Does not apply/I have not used/not familiar with NAVPTO
- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

89. My TAD/TDY travel claim was processed in a timely manner.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

90. I was able to obtain a military ID card for myself and/or my family members at a convenient time and place.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Use the last page of the questionnaire to make any comments you wish about Quality of Life, including Service Member and Family Support Programs, MWR/Housing, Child Care, Voluntary Education, Navy Sponsor Program, and PSD/Transportation.

# ORGANIZATIONAL CLIMATE

## JOB SATISFACTION

91. How much do you AGREE or DISAGREE with the following statements?

- a. I am satisfied with the quality of leadership at my command
- b. My command supports command events
- c. I am generally satisfied with my current job
- d. In general, I like the work I do in the Navy
- e. I am satisfied with my physical working conditions
- f. I am satisfied with my career development
- g. I enjoy my career in the Navy
- h. I am glad I chose to join the Navy instead of other alternatives I was considering

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

92. How much do you AGREE or DISAGREE with the following statements?

- a. I think I am adequately paid for the job I do
- b. The amount I am paid is an important reason for me to stay in the Navy
- c. The amount I would receive as retirement pay is an important reason for me to stay in the Navy until retirement

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

93. Meeting all my career path commitments in a timely fashion helped my career in the Navy.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Does not apply/have not met commitments yet
- ☐ Does not apply/did not or could not meet commitments in a timely fashion

94. Inability to meet all required career path commitments will limit my future career opportunities.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Does not apply/have met all career path commitments

95. I feel that graduate education or subspecialty development is important for future Navy career opportunities.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

96. I feel my current career path has given me enough time to become proficient in the type of work I do.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

97. What are your current Navy career plans?

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably will stay in the Navy at least until eligible to retire
- ☐ Don't know if I will stay in the Navy until eligible to retire
- ☐ Probably will not stay in the Navy until eligible to retire
- ☐ Definitely will not stay in the Navy until eligible to retire
- ☐ Eligible to retire now and have decided to leave
- ☐ Eligible to retire now, but have made no decision to leave
- ☐ Eligible to retire now and want to stay
- ☐ Not being allowed to stay until retirement
- ☐ Undecided

**98a. What were your Navy career plans ONE YEAR AGO?**

- ☐ Definitely decided to stay in the Navy at least until eligible to retire
- ☐ Probably would stay in the Navy at least until eligible to retire
- ☐ Didn't know if I would stay in the Navy until eligible to retire
- ☐ Probably would not stay in the Navy until eligible to retire
- ☐ Definitely would not stay in the Navy until eligible to retire
- ☐ Was eligible to retire and had decided to leave
- ☐ Was eligible to retire, but had made no decision to leave
- ☐ Was eligible to retire, but wanted to stay
- ☐ Not allowed to stay until retirement
- ☐ I was not in the Navy 12 months ago
- ☐ Undecided

**98b. If your plans changed, why?** \_\_\_\_\_

**99. How SATISFIED or DISSATISFIED are you with the following aspects of your career?**

- a. Promotion/advancement opportunities
- b. Family separation
- c. Pay (basic)
- d. Quality of leadership/management
- e. Quality of "Navy life"
- f. Quality of sea life
- g. Performance evaluation
- h. Job security

Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**100. Which of the following would be your MOST important reason for leaving or thinking of leaving the Navy?**

- ☐ Promotion/advancement opportunities
- ☐ Family separation
- ☐ Pay (basic)
- ☐ Quality of leadership/management
- ☐ Quality of "Navy life"
- ☐ Quality of sea life
- ☐ Performance evaluation
- ☐ Job security

☐ If you are an Officer, fill in the circle and skip to Question 104.

**101. Will you be taking a reenlistment action within the next 12 months?**

- ☐ Yes
- ☐ No

**102. How likely is it that you will reenlist at your next decision point?**

- ☐ Very likely
- ☐ Likely
- ☐ Undecided
- ☐ Unlikely
- ☐ Very unlikely

**103. What influence did the Selective Reenlistment Bonus (SRB) have on your LAST decision to reenlist?**

- ☐ Does not apply/am serving my first enlistment
- ☐ SRB not available in my rate
- ☐ No influence at all
- ☐ Minimal influence
- ☐ Significant influence

**FORCE REDUCTION and BASE CLOSURE ISSUES**

**104. How much do you AGREE or DISAGREE with the following statements?**

- a. Downsizing is being carried out in a way that is fair to all members, including women and racial minorities
- b. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups
- c. As a result of downsizing, the best-performing people will leave the Navy
- d. After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively
- e. I expect to spend significantly more time at sea on my next tour due to decreased manning levels
- f. Downsizing has decreased my level of job satisfaction

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Does not apply/don't know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. cont'd.

How much do you AGREE or DISAGREE with the following statements?

Strongly agree  
Agree  
Neither agree nor disagree  
Disagree  
Strongly disagree  
Does not apply/don't know

- |    |                                                                                                                                                                                   |                       |                       |                       |                       |                       |                       |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| g. | I am less likely to choose to stay in the Navy until eligible to retire because of downsizing                                                                                     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. | I would be more likely to leave the Navy if the support programs are reduced                                                                                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. | Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy                                                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. | The value of the retiree's benefits is declining                                                                                                                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. | I expect that my family and I will have full access to military medical care when I retire                                                                                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. | If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility                                                                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. | My civilian friends understand and respect the job I do                                                                                                                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. | I feel the public strongly supports the military and its mission                                                                                                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. | If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. | My command's mission requirements have decreased in proportion to its reduced manning levels                                                                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. | My unit's mission requirements have increased as a result of downsizing                                                                                                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. | My workload has increased as a result of downsizing                                                                                                                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. | Downsizing will delay my advancement                                                                                                                                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| t. | I would leave the Navy at the end of my current enlistment/obligation if suitable civilian employment were available                                                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

105. Are you currently assigned at a base or on a ship which will close/be decommissioned due to downsizing DURING your tour there?

- ☐ Yes  
☐ No  
☐ Don't know

## NAVY CORE VALUES

106. How much do you AGREE or DISAGREE with the following statements?

Strongly agree  
Agree  
Neither agree nor disagree  
Disagree  
Strongly disagree

- |    |                                                                                                                                               |                       |                       |                       |                       |                       |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. | People should always tell the truth even though it may hurt them or other people                                                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. | Sometimes you have to bend or break the rules in order to get the job done                                                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. | Responsibility is a key quality of an effective sailor                                                                                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. | It is important that people know and do their jobs well                                                                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. | Being a team player is more important than individual accomplishment                                                                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. | Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors                                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. | Concern for the well-being of shipmates is important                                                                                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. | Everyone should serve his or her country in some way or another                                                                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. | People should always report others who engage in sexual harassment                                                                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. | When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## COMMAND EVENTS

107. How much do you AGREE or DISAGREE with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know/don't attend events
a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Command members are not pressured to participate in command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Command events are conducted in a manner which upholds high professional standards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Participants are involved in the planning of command events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, and Command Events.

## HEALTH ISSUES

### NAVY DRUG/ALCOHOL AND OBESITY PROGRAM POLICIES

108. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ☐ ADAMS is not available at my command  
☐ Don't know  
☐ Strongly disagree  
☐ Disagree  
☐ Neither agree nor disagree  
☐ Agree  
☐ Strongly agree

109. How much do you AGREE or DISAGREE with the following statements on the Navy's drug/alcohol and obesity policies?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Existing regulations on the use and abuse of alcohol should be more strictly enforced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Penalties for the abuse of alcohol at my command are sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. At my command, the difference between alcohol use and alcohol abuse is clearly understood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. There is immediate intervention and referral to treatment for those with alcohol problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Alcohol abuse awareness and deglamorization/education efforts are important at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

109. cont'd

How much do you **AGREE** or **DISAGREE** with the following statements on the Navy's drug/alcohol and obesity policies?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
h. I have access to enough nutrition information to make healthy food choices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. There is immediate intervention and referral to treatment for those with obesity/compulsive overeating problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### HEALTH PROMOTION PROGRAMS

110. How much do you **AGREE** or **DISAGREE** with the following statements about health promotion programs?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. A tobacco user can get assistance in quitting tobacco use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My command enforces the restricted-smoking policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Physical Training periods on duty time should be required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The use of healthy stress management/stress reduction skills is encouraged at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Individuals believed to be suicidal can get counseling at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would exercise more if time were provided in my work schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

111. What are the most important reasons you exercise on a regular basis (at least three times a week)?

(SELECT UP TO TWO ANSWERS.)

- ☐ I do not exercise on a regular basis
- ☐ To pass/do well on the PRT
- ☐ To control my weight
- ☐ To become/remain fit and healthy
- ☐ To reduce stress/make me feel better
- ☐ For the enjoyment of participating in sports
- ☐ Regular exercise is required at my command

112. What are the most important reasons for you to stop using tobacco products?

(SELECT UP TO TWO ANSWERS.)

- ☐ Does not apply/I do not use tobacco products
- ☐ I am not trying/do not plan to stop using tobacco products
- ☐ Expense of tobacco products
- ☐ Peer pressure/social pressure
- ☐ Detriment to my health/my family's health
- ☐ Inconvenience
- ☐ My command is a smoke-free command
- ☐ Personal desire to quit smoking
- ☐ Other \_\_\_\_\_

### ACCESS TO MEDICAL FACILITIES

113. How much do you **AGREE** or **DISAGREE** with the following statements about access to Medical Facilities?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Medical-care facilities are easily accessible at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The accessibility of medical-care facilities has had an impact on my readiness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am satisfied with the quality of medical services I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**114. If you answered Strongly disagree or Disagree to part "a" of the previous question regarding accessibility of medical-care facilities, what reasons contribute to the lack of accessibility?**

- ☐ Medical facilities are not available at my command/I must commute
- ☐ Medical facilities are not open at convenient times for me
- ☐ Medical facilities are too overcrowded to allow for convenient access

**115. The approximate number of times my family members visit medical-care centers per year is:**

- |                                      |                                    |
|--------------------------------------|------------------------------------|
| <input type="radio"/> Does not apply | <input type="radio"/> 6            |
| <input type="radio"/> 0              | <input type="radio"/> 7            |
| <input type="radio"/> 1              | <input type="radio"/> 8            |
| <input type="radio"/> 2              | <input type="radio"/> 9            |
| <input type="radio"/> 3              | <input type="radio"/> 10           |
| <input type="radio"/> 4              | <input type="radio"/> 11 - 30      |
| <input type="radio"/> 5              | <input type="radio"/> More than 30 |

**116. The approximate number of times I visit medical-care centers per year is:**

- |                                      |                                    |
|--------------------------------------|------------------------------------|
| <input type="radio"/> Does not apply | <input type="radio"/> 6            |
| <input type="radio"/> 0              | <input type="radio"/> 7            |
| <input type="radio"/> 1              | <input type="radio"/> 8            |
| <input type="radio"/> 2              | <input type="radio"/> 9            |
| <input type="radio"/> 3              | <input type="radio"/> 10           |
| <input type="radio"/> 4              | <input type="radio"/> 11 - 30      |
| <input type="radio"/> 5              | <input type="radio"/> More than 30 |

**117. How frequently do your medical-care providers refer you to other health care providers?**

- ☐ Never
- ☐ Seldom
- ☐ Often
- ☐ Depends on the nature of the visit

## GAMBLING

**118. How often do you gamble?**  
(Please evaluate each mode of gambling.)

- a. Local lottery
- b. State lottery
- c. Powerball lotteries
- d. Other lottery
- e. Horse races
- f. Jai Alai
- g. Casinos
- h. Card games
- i. Other

Never	Every few years	At least once a year	At least once a month	Every day
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**119. How much money have you lost due to gambling during the past year?**

- ☐ Does not apply
- ☐ Less than \$100
- ☐ Between \$101 and \$500
- ☐ Between \$501 and \$1,000
- ☐ Between \$1,001 and \$10,000
- ☐ More than \$10,000

**120. Do you think you have a gambling problem?**

- ☐ Does not apply, I don't gamble
- ☐ Does not apply, I don't gamble regularly
- ☐ No, I win most of the time
- ☐ No, I don't have a gambling problem
- ☐ Yes, I definitely have a gambling problem

## HIV/AIDS EDUCATION

**121. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT ALL THAT APPLY.)**

- ☐ Yes, Navy training
- ☐ Yes, other military service training
- ☐ Yes, civilian (local community) training
- ☐ No

**122. How much HIV/AIDS information have you received from each of the following sources in the past 12 months?**

	A great deal of Information	Some Information	Very little Information	No information at all	No experience/have not used
training a (TV, radio, magazines)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ounselors/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
radio and Television	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
or treatment at	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ted Disease (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Military classroom training
- b. Commercial media (TV, radio, newspapers, magazines)
- c. Drug/alcohol counselors/training
- d. Armed Forces Radio and Television
- e. Chaplains
- f. Training videos
- g. Doctor, Counselor or treatment at Sexually Transmitted Disease (STD) Clinic

**123. What is the date you completed this questionnaire?**

DATE					
MO.		DAY		YR.	
0	0	0	0	0	0
1	1	1	1	1	1
	2	2	2	2	2
	3	3	3	3	3
	4	4	4	4	4
	5	5	5	5	5
	6	6	6	6	6
	7	7	7	7	7
	8	8	8	8	8
	9	9	9	9	9

**THIS NEXT QUESTION IS OPTIONAL.**

**124. What is your Social Security Number?**  
It will help us with follow-on research.  
Your confidentiality will be maintained.

			--			--				
0	0	0	--	0	0	--	0	0	0	0
1	1	1	--	1	1	--	1	1	1	1
2	2	2	--	2	2	--	2	2	2	2
3	3	3	--	3	3	--	3	3	3	3
4	4	4	--	4	4	--	4	4	4	4
5	5	5	--	5	5	--	5	5	5	5
6	6	6	--	6	6	--	6	6	6	6
7	7	7	--	7	7	--	7	7	7	7
8	8	8	--	8	8	--	8	8	8	8
9	9	9	--	9	9	--	9	9	9	9

## Comments

**Use the space below and on the next page to make any comments you wish about ANY of the topics addressed in this survey. (Please label your comments by section name or question number.)**

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be a standard notebook page.



***Thank you for completing this survey!***  
***Please place it in the envelope provided and mail it as soon as possible.***



## **Distribution List**

Chief of Naval Personnel (PERS-00), (PERS-00H) (3), (PERS-00T), (PERS-002/2W), (PERS-013), (PERS-05), (PERS-2), (PERS-3), (PERS-4), (PERS-5), (PERS-6), (PERS-8), (PERS-9)

Chief of Naval Education and Training (00), (L01) (2)

Defense Technical Information Center (DTIC) (4)